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## To Assess the Efficacy of Current Training Programs in the Private and Public Security Sectors and Their Impact on Partnership in the Provision of Security in Nairobi County, Kenya

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### **Abstract:**

*Interactions between the public and private security sectors were crucial in maintaining public safety in Nairobi County, Kenya, under the framework of security services. The purpose of this research was to assess how successful previous training programs were in bringing together public and private security agencies to provide better protection for the public.*

*Combining qualitative and quantitative techniques, the research process was all-encompassing. Primary data were acquired through the distribution of questionnaires and interviews, and secondary data were sourced from a variety of other sources. The data collection was centered around Nairobi County because of its ever-changing security scene, which reflects the wide range of activities and difficulties encountered by the two security sectors.*

*In order to evaluate the gathered data, statistical analysis was performed using software like SPSS. An examination of previous training programs and how they impacted the formation of a partnership between public and private security agencies was the primary goal of the study.*

*The research sought to refine training programs to improve collaboration and partnership between the public and commercial security sectors by analyzing previous efforts and their strengths and shortcomings. Policymakers, security agencies, and training institutes can all benefit from this study's results, which should lead to a better coordinated and efficient security strategy in Nairobi County.*

*In addition to achieving the short-term goal of assessing training programs, this study paved the way for longer-term conversations on strengthening security partnerships in Kenya. This study laid the groundwork for future research in this important field and helped improve safety and security measures in Nairobi County by illuminating the connection between good training and collaborative security provision.*

**Keywords:** Security, crime, law enforcement, private security, partnership

### **1. Introduction**

Assuring human security is of the utmost importance, and its non-provision leads to grave repercussions. A reevaluation of conventional wisdom has resulted from failures in the state's provision of security services in several developing countries, including Kenya (Nalla & Newman, 1990). The police, the military, and intelligence organizations have always been the go-to responses to domestic unrest and foreign aggression. However, these security agencies frequently care more about protecting political regimes and elites than they do about meeting the basic material and social needs of the general populace.

In the past, groups commonly referred to as "police" have been in charge of ensuring public safety and order. The increasing dependence on privately financed institutions, dubbed 'private security,' to fill in the gaps left by governmental providers is a noteworthy trend (Dobson, 2019). Although this change is not new, it has become more noticeable in Nairobi County, Kenya, due to the evolution of the private security business in response to the ever-changing security threats in the area.

The purpose of this research is to determine how well public and private security agencies in Nairobi County, Kenya, have worked together to train their personnel in the past and how effective such programs have been in promoting cooperation in the delivery of security services. The research delves into the training programs that molded the capacities of both the public and private security sectors, acknowledging the crucial role of the private sector in augmenting public efforts (Gill, 2015). Our main objective is to gain a comprehensive understanding of how these programs shaped the partnership between public and private security agencies in Nairobi County to improve security overall.

The evaluation of training programs is becoming more important in light of the ever-changing security landscape characterized by complex criminal tactics. Optimal provision of security is the end aim of the research, which examines

previous programs' efficacy to determine their strengths and development areas (Felson & Boba, 2010). The purpose of this study is to add to the existing literature on effective security provision in similar contexts by investigating the relationship between training efficacy and the partnership between private and public security in Nairobi County. The findings of this study could guide future strategies for improving security in the county.

### *1.1. Study Objective*

The primary objective of the study is to retrospectively assess the effectiveness of the training programs within the private and public security sectors.

The purpose of this research is to shed light on how these programs have affected the security partnership in Nairobi County, Kenya, over time. The research aims to offer a thorough understanding of how training efforts affected the dynamics of collaboration between commercial and public security entities by exploring the outcomes of earlier projects.

### *1.2. Research Question*

The study's primary objective is to investigate:

- How do the current training programs within the private and public security sectors in Nairobi County, Kenya, contribute to their effectiveness and influence the collaborative partnership for security provision?

### *1.3. Statement of the Problem*

Looking back, it is clear that the police and private security sectors have to work together closely to address the serious security issues in Nairobi County. The success of their training programs was the key to this partnership. According to Kaguru and Ombui (2014), there is a lack of knowledge on how previous training programs affected the capacity of security officers to cooperate in meeting the county's unique security requirements. In order to better understand how training programs in Nairobi County have fostered cooperation between private security firms and the police, this investigation seeks to unearth the historical details that have affected these programs' efficacy or failure.

### *1.4. Significance of the Research*

Research by Githimi, Bor, and Appolos (2017) provides a useful historical context for understanding how training programs affected police-private security partnerships in Nairobi County. By analyzing historical data, policymakers can improve and customize training programs by learning from both the triumphs and failures of the past. The study also adds to the larger conversation on security dynamics in Nairobi County by laying the groundwork for future research into how to improve training programs (Karuri & Muna, 2019). With the help of this research's historical context, the county's public and private security providers may fortify their long-term relationship.

## **2. Literature Review**

### *2.1. Introduction*

This review focuses on theoretical, empirical, and partnership literature that pertains to the essential relationship between private security and police (Cottrell & Deangelis, 1999; Bowman, 2010; Brahmansen & Williams, 2005). Recent studies highlight the ever-changing nature of security concerns, highlighting the need for well-trained staff who can handle varied threats. This is clearly demonstrated by the training programs inside Nairobi County (Smith, 2022). Nairobi County encounters distinct challenges in maximizing the efficacy of training programs, notwithstanding the worldwide integration of private security companies.

Jones et al. (2021) cite research that shows security risks, such as cybercrime and terrorism, are always evolving, which means training programs need to be adjusted to keep security staff relevant and competent. Personalized training methods are necessary in Nairobi County due to the complexity of the county's security threats, which range from minor infractions to more complex criminal operations. Businesses and government agencies alike must have a sophisticated grasp of regional dynamics if they are to effectively provide security (Dobson, 2019).

The growing number of partnerships worldwide, as shown by Mtuku (2007), highlights the importance of working together quickly. To ensure that security personnel can seamlessly integrate into joint operations, it is crucial to implement effective training programs (Prenzler, 2009). Therefore, to determine if the present training programs adequately prepare security personnel for joint activities in Nairobi County, it is crucial to thoroughly evaluate their content, methodology and outcomes.

### *2.2. Exploring the Nuances of Public-Private Collaboration*

There is a vast array of operations that fall under the umbrella of public-private partnerships in security provision, not limited to private security businesses aiding local police forces with street patrols. A deep understanding of team dynamics is necessary for optimizing training programs. Partnerships that work boost safety cut down on crime, and protect critical infrastructure (Felson et al., 2020). However, without a well-defined set of regulations, Nairobi County is unable to make use of these benefits.

Public and private law enforcement organizations in Kenya have a hard time working together since there is no clear guidance from above, according to studies like Abrahamsen and Williams (2005). The hostile relationship, characterized by animosity and mistrust, is a big hurdle. Given this reality, it is critical to provide training programs that aim squarely at public and private organizations, helping them to break down the perceptual and cultural obstacles that hinder their collaboration.

### *2.3. Implications for Security Provision in Nairobi County*

The literature research given here offers a multi-faceted analysis of training programs, collaborative partnerships, and legislative frameworks; the consequences for security provision in Nairobi County are considerable. The highlighted difficulties highlight the critical need for an all-encompassing strategy to resolve regulatory voids, distrust, and rivalry between public and private security firms.

The literature study reveals that training programs will play a significant role in determining the future of security provision. Given the ever-changing nature of security risks in Nairobi County, it is critical that these initiatives adapt. The mindset and skill set of security professionals can be greatly improved by moving towards standardized, collaborative training modules that are informed by global best practices and customized to local nuances (Grant, 2018).

Also, the workforce development of private security services is an urgent matter that needs fixing. Professionalism, ethics, and a dedication to teamwork should be ingrained in trainees alongside technical skill sets in training programs (Gill, 2015). According to the research, one way to ensure that Nairobi County has a solid security system is to put money into training private security guards.

### *2.4. Comprehensive Assessment of Training Programs*

To improve public safety and the security situation as a whole, it is critical to make sure that training programs are effective (Kaguru & Ombui, 2014). To offer a comprehensive picture of training in these fields as it is right now, this literature analysis dives into critical aspects such as training length, instructor credentials, training content, technology integration, and post-training evaluation.

#### 2.4.1. Curriculum Content

The curriculum of training programs is the bedrock of necessary abilities and information. Complete coverage of essential issues such as risk assessment, dispute resolution, and legal procedures is required (Prenzl, 2009). It is important to evaluate current programs to see if they still prepare officers for modern challenges and if they help them make good decisions in unpredictable settings.

The ever-changing nature of security risks must be carefully considered while assessing course material. Given the prevalence of cybercrime and acts of terrorism, conventional methods may be inadequate. Examining whether training programs integrate interdisciplinary components to offer a comprehensive grasp of contemporary security challenges, the review delves into how these programs adjust to these changes.

#### 2.4.2. Training Duration

The length of training programs determines the breadth and depth of skill development. According to Dobson's research (2019), it is important to have a sufficient amount of training. To determine if current programs provide enough time for complete skill development, a thorough evaluation of these programs is required.

It is critical to acknowledge the complex nature of security tasks. A more well-rounded and prepared security force could be the result of longer training durations that permit more in-depth coverage, practical exercises, and scenario-based simulations. However, we need to find a happy medium because we do not have training times that are too long and cause logistical problems or decrease rewards.

#### 2.4.3. Instructor Qualifications

The competence and experience of trainers significantly impact the success of educational initiatives (Felson & Boba, 2010). Reviewers took the ever-changing nature of security threats into account while making their teacher evaluations. Teachers should be well-versed in theory and have practical wisdom from their own experiences.

If we want a training environment that is both thorough and flexible, we need teachers with a wide range of experiences, perspectives, and knowledge (George & Kimber, 2014).

#### 2.4.4. Technological Integration

Innovative training approaches that smoothly integrate technology are required to meet modern security challenges (Grant, 2018). Training scenarios can be made much more realistic with the use of technology. An important link between classroom learning and real-world application is the immersive experience made possible by simulations and VR activities (Fleming & Wood, 2006).

#### 2.4.5. Post-Training Assessment

The ultimate measure of training efficacy lies in the practical application of acquired skills (George & Kimber, 2014). Post-training assessment should go beyond traditional testing methods. Practical exercises, scenario-based evaluations, and continuous assessment mechanisms tracking the ongoing development of skills post-training can provide valuable insights into the long-term effectiveness of training programs (Felson & Boba, 2010).

### *2.5. Theoretical Frameworks: Guiding Training Program Efficacy and Collaboration*

The dynamics of training program efficacy and collaborative partnerships can be better understood via the use of theoretical frameworks like fiscal constraint and structuralism. Goldratt (1984) put out fiscal constraint theory, which highlights the constraints of management schemes and how resource availability affects teamwork.

Based on Durkheim's research, structuralist theory highlights the interdependence between public and private security agencies. Using this theoretical framework, we can see how crucial it is to develop training programs that bring

together the two industries and take into account their mutually beneficial relationship. Hess (2009) argues that training programs should not only help participants hone their own skills but also help them see how the public and private sectors work together to achieve common security objectives.

## 2.6. Conclusion

The complex dynamics of training programs within the framework of public-private collaboration in security services are illuminated by this literature review, which concludes by focusing on Nairobi County. The review emphasizes the urgent need for training programs that can adapt to changing security risks by combining empirical, theoretical, and conceptual studies.

The identified difficulties highlight the complexity of the security landscape in Nairobi County, which includes legislative loopholes and mistrust between commercial and public actors. Nonetheless, there are chances to enhance training programs strategically and implement focused interventions in response to these difficulties.

The significance of empirical investigations, comparative analyses, and longitudinal evaluations in informing policies and practices based on evidence is highlighted in the recommendations for further study. By working together and staying dedicated to constant improvement, Nairobi County can provide the groundwork for a security ecosystem that is robust, efficient, and integrated, protecting its inhabitants and assets.

## 3. Methodology

The purpose of this descriptive survey study was to examine how private security firms and the Nairobi County police force work together to reduce crime. According to Dempsey (2010), this study was found to be well-suited for survey research, a type of descriptive research that includes both fact-finding and descriptive questions. Embakasi, Dagoretti, Westlands, Kasarani, Starehe, Langata, Kamukunji, Njiru, and Makadara are the nine sub-counties that make up Nairobi County, which encompasses around 684 square kilometers and was the site of the research (Dobson, 2019). Because of its disproportionately large population compared to other East African cities, this research focuses on Nairobi (Githimi, Bor, & Appolos, 2017), which is home to an estimated 3 million people. The county was chosen on purpose because of the high concentration of criminal activities and the large number of private and public security providers located there (Dobson, 2019).

Both public and private security agencies were the focus of the research. Selected from all nine sub-counties in Nairobi were one hundred and thirty-five (135) private security guards and one hundred and thirty-five (135) police officers from different ranks within the Kenya Police Service. This study's law enforcement agency is the Kenya Police Service, which was formed under Article 243(1) of the Constitution of Kenya (Dempsey, 2010).

Questionnaires were the main instrument for data collection, with interviews serving as a supplement. Ten percent of the total sample participated in a pilot research to ensure content validity. Drost (2011) noted that this method was useful for rephrasing unclear questions, providing more precise directions, and fixing formatting problems like spacing and numbering.

Statistical Package for the Social Sciences (SPSS) was used to process information in the data analysis (Drost, 2011). Data was collected quantitatively and qualitatively. To examine the quantitative data acquired from the closed-ended questions, descriptive statistics such as percentages, means, and frequencies were used. Tables, charts, and graphs were used to display the findings. Dobson (2019) used narrative tables and formats to thematically portray qualitative data derived from open-ended questions.

## 4. Research Findings

The findings of the study are presented in this section.

### 4.1. Response Rate

Among the 270 people chosen for the study, 135 were police officers from the Kenyan government, and 135 were employees of private security firms in Nairobi County. With 117 police officers and 124 private security guards participating, a total of 241 people were able to have their data included in the poll. The study's response rate was 89.26% as a result of this. According to Mugenda and Gitau (2009), a sample that is 70% or higher of the target sample is sufficient for generalizing the results to the population from which the sample was taken.

Results in table 2 show that 36.1% of the study participants had been in employment for 21 to 30 years while 21.16% had been employed for 4 to 10 years. It was also established based on the study findings that 17.43% of the respondents had been employed for 11 to 20 years, 14.94% for over 30 years and 10.37% had been in employment for less than 4 years. This is a clear indication that a large number of the respondents had immense work experience in the security sector and would understand the study constructs and provide responses that appropriately address the study objectives.

Study constructs relating to partnerships between the two entities in the provision of security were analyzed using Chi-Square, and the results are presented in table 3.

### 4.2. Demographic Characteristics of Respondents

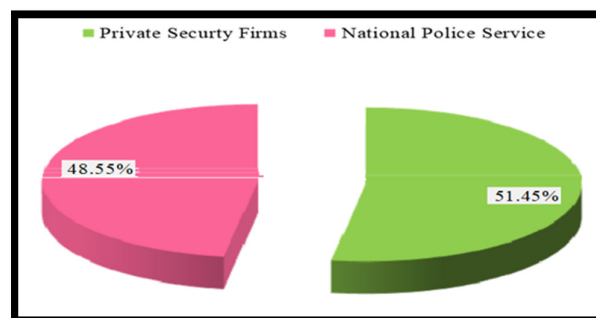
Gaining basic participant information that might influence the study's independent variables was the major goal of this investigation. Everyone who took part in the study had their age, sex, employer, length of service, salary, and title documented. Our findings will be presented in the following sections. Respondents were asked to indicate their age range and findings presented in table 1.

Age Range	Frequency	Percentage (%)
20 – 30 years	47	19.50
31 – 40 years	102	42.32
41 – 50 years	56	23.24
Over 50 years	35	14.52
Total	241	100.0

*Table 1: Age Range of Respondents*

*Source: Field, Data, 2016*

Table 1 shows that 42.32 percent of respondents were in their thirties and forties, with a somewhat lesser proportion (23.24%) falling into the age bracket of thirty-one to forty-five. Researchers also discovered that 14.52% of participants were 50 and over, and 19.5% were between the ages of 20 and 30. All people who took part in the study were mature enough to make an informed decision about the concepts under investigation. According to Prenzler (2009), the ability of respondents to understand abstract concepts and integrate diverse life experiences in a manner that enhances scientific inquiry is strongly correlated with their level of maturity.



*Figure 1: Respondents' Current Employer*

Respondents were asked to state their current employer, and the findings are presented in figure 1.

Figure 1 demonstrates that the national police force recruited 48.55 percent of the respondents, whereas private security firms recruited 51.45 percent. The study intended to sample respondents from across the targeted communities to ensure that the results were representative of both groups.

The average length of time respondents have been with their current employer was also a research question. The results of this are shown in table 2.

Length of Service	Frequency	Percentage (%)
Less than 4 years	25	10.37
4 – 10 years	51	21.16
11 – 20 years	42	17.43
21 – 30 years	87	36.10
Over 30 years	36	14.94
Total	241	100.0

*Table 2: Length of Service of Respondents*

*Source: Field Data, 2016*

Findings in figure 1 show that 51.45% of the research respondents were obtained from private security firms while 48.55% were drawn from the national police service. The study made deliberate attempts to sample respondents from across the targeted respondents in a manner that brought to the study the desired characteristics of both study populations.

The study also sought to investigate how long respondents had been in employment, and the findings are presented in table 3.



Length of Service	Frequency	Percentage (%)
Less than 4 years	25	10.37
4 – 10 years	51	21.16
11 – 20 years	42	17.43
21 – 30 years	87	36.10
Over 30 years	36	14.94
Total	241	100.0

Table 3: Length of Service of Respondents

According to table 2, 36.1% of survey takers had been with the same employer for 21–30 years, while 21.16 percent had been with the same firm for 4–10 years. Along with that, 14.94% of respondents had been working for over 30 years, 17.43% for 11–20 years, and 10.37% for less than 4 years. This strongly implies that most respondents have a wealth of knowledge in the security field, which would allow them to understand the study structures and give comments that meet the study objectives.

Table 3 displays the results of the survey asking respondents to indicate the range of salaries they receive in Kenyan shillings.

Salary Range	Frequency	Percentage (%)
Less than 10 years	34	14.11
10,000 – 20,000	39	16.18
20,001 – 30,000	68	28.22
30,001 – 40,000	57	23.65
Over 40,000	43	17.84
Total	241	100.0

Table 4: Salary Range of the Respondents

Source: Field, Data, 2016

Table 4 shows that out of the total sample, 28.22% had monthly salaries between \$20,000 and \$30,000 and 23.65% had salaries between \$30,000 and \$40,000. Additionally, 17.84% of respondents made more than \$40,000 per month, 16.18% made between \$10,000 and \$20,000 per month, and 14.11% made less than \$10,000 per month. This demonstrates that the respondents were financially secure and enthusiastic about carrying out their security duties in their respective industries.

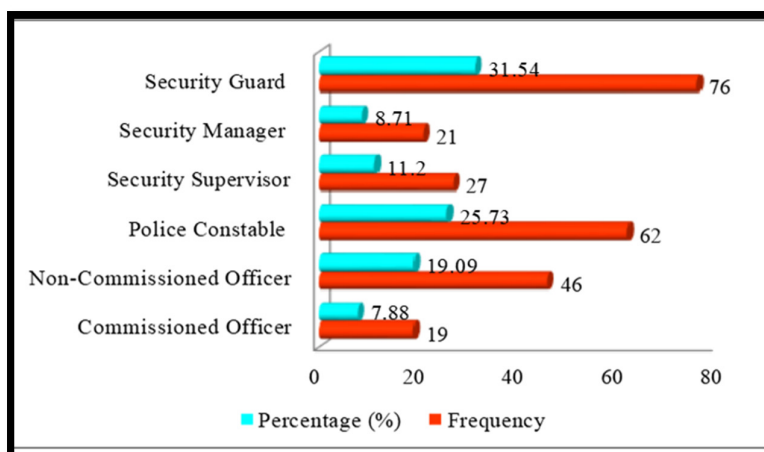


Figure 2: Position/Designation Held by Respondents

Respondents were also asked to state their designation in the organization where they worked, and the findings are presented in figure 2.

Figure 2 displays the percentages of participants who were either national police coppers (35.73%) or worked as bodyguards for private security firms (31.54%). Additionally, 19.09% of respondents were non-commissioned officers in the National Police Service, while 11.2% were security supervisors for private security companies. A further 8.71% were private company security supervisors, and 7.88% were national police service commissioned officers. This proves without a reasonable doubt that the study surveyed members of all ranks inside the security agencies that were part of the analysis.

#### 4.3. Efficacy of Training Provided by the Police and Private Security in Provision of Security

Training programs offered by private security companies and law enforcement agencies were the focus of this investigation. The purpose of this study was to investigate potential issues with training for private security firms and the

police in Nairobi County, Kenya, and how those issues affect the quality of security provided by those organizations. Table 5 displays the results of a regression analysis conducted on the research data collected in Nairobi County to ascertain the nature and extent to which private security and police training has improved service delivery.

Variable	Coefficients	t-value	p-value
Constant	0.263	2.890	0.005
Curriculum Relevancy:	0.513	3.684	0.000*
Training Duration	0.935	11.024	0.000*
Instructor Qualifications	0.183	5.936	0.000*
Technological Integration	0.133	3.207	0.002*
Post-Training Assessment	0.381	7.560	0.000*
Goodness of Fit:			
R2	0.713		
Adjusted R2	0.689		
F-value	3.867		

*Table 5: Regression Results for the Efficacy of Training  
Provided by the Police and Private Security  
Source: Field Data, 2016*

The study reveals a significant relationship between variables such as curriculum relevancy, training duration, instructor credentials, technological integration, and post-training assessment in the effectiveness of security training programs in Nairobi County, Kenya. The constant word suggests that there is a baseline impact on security provision, suggesting that with the right adjustments, the level of security provision can be improved.

The relevance of the curriculum is crucial for the success of training, as it adapts to the unique circumstances of Nairobi County. Longer training durations significantly benefit security provisions, indicating that security professionals benefit from extensive and prolonged training programs. Instructor credentials play a significant role in the effectiveness of training, as they are knowledgeable and skilled. Technological integration is another important component, as training programs that use new technology have a beneficial effect on security service delivery.

Post-training assessment is a crucial variable, as it ensures that security professionals retain and develop their skills through continuous assessment. The goodness of fit statistics show that the model accounts for a significant amount of the variation in the effectiveness of security services.

In conclusion, the study highlights the importance of addressing various factors affecting the effectiveness of training programs in Nairobi County, allowing security agencies, educational institutions, and lawmakers to fine-tune their programs for maximum effectiveness in protecting the public. The research aimed to investigate the type and extent of the training difficulties that apply to private security organizations and police after determining the efficacy and impact of training programs in providing security in Nairobi County. Table 6 displays the outcomes of a multinomial logistic regression study.

Mode	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.911	.445		2.441	.012
Inadequate Personnel	1.397	.65	.121	1.503	.029
Curriculum relevancy	1.372	.61	.104	1.425	.017
Instructors Qualification	1.299	.59	.142	1.672	.019
Technology Integration	1.284	.54	.203	1.729	.037
Post training assessment	1.249	.51	.243	1.394	.027

*Table 6: Multinomial Logistic Regression for Efficacy of Training  
Provided by the Police and Private Security in Provision of Security  
Predictors (Constant): Curriculum Relevancy, Training Duration, Instructors  
Qualifications Technological Integration and Post-Training Assessment  
a. Dependent Variable: Provision of Security Services  
Source: Field Data, 2016*

The study examined the effectiveness of private security firms and police training programs in Nairobi County's security sector using Multinomial Logistic Regression. The results revealed that a minimum standard for security provision was found, with a positive standardized coefficient for curriculum relevance. Longer training periods were also linked to improved security provision. Instructor qualifications were found to be crucial for enhancing security provision, while technological integration was found to improve training effectiveness. Post-training assessment was also significant. The study found that various aspects of training, including duration, instructor qualifications, technology integration, and student assessment, all contribute to providing security services. Private security firms can supplement traditional law enforcement due to budget constraints and public distrust of government agencies. This research supports previous research on security provision in Nairobi County.

## 5. Conclusions

In Nairobi County, Kenya, this research examined the efficacy of training programs provided by both public and commercial security agencies. Results from the regression analysis showed that many training-related variables significantly influenced the efficacy of security provision as a whole. Course content appropriateness, training time, teacher credentials, technology integration, and evaluation afterwards were critical factors.

The positive coefficients and supporting t-values and p-values for these factors highlighted the distinct ways in which they improved security services. Important factors that contributed to better security provision included an up-to-date curriculum, longer training periods, qualified teachers, technology integration, and continuous evaluation.

In addition, these training factors were validated as important in predicting the provision of security services by multinomial logistic regression analysis. The study shed light on the complex security landscape of Nairobi County, revealing both potential and difficulties.

These results should motivate security organizations, training facilities, and lawmakers to improve and streamline their training initiatives. To improve the overall efficacy of security services, it is vital to tailor curricula, invest in competent teachers, include technology, and maintain post-training assessment systems. These findings can help inform long-term plans to strengthen regional security and safety by recognizing the value of private security companies in supplementing the efforts of official law enforcement (Smith & Clarke, 2012; Reynald & LeClerc, 2017; Dempsey, 2010).

## 6. Recommendations

The study highlights the need for improved training programs in Nairobi County's private security and law enforcement sectors. Collaboration between institutions, legislators, and local governments is crucial to developing and updating a curriculum that addresses the unique challenges faced by the region. Teachers must be provided with adequate funding to continue their studies and training, ensuring they are skilled and competent in using the latest security techniques. Modern technology in the classroom is essential, and funding for state-of-the-art training equipment and systems should be prioritized. Robust post-training evaluation procedures are also necessary, allowing for tracking security guard effectiveness and identifying areas for improvement. Implementing these recommendations and strengthening the security system can help residents in Nairobi County feel safer.

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