

A survey of factors influencing staff turnover in Teachers Service Commission in Kenya

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Abstract:

The objective of the study was to investigate factors influencing employee turnover at the teachers' service commission in Kenya. The study specifically investigated the influence of training and development, remuneration, scheme of service and organizational structure as factors that may contribute to workforce turnover in this sector. The study adopted a descriptive research design to identify the employee turnover factors and a sample size of 81 employees was selected using a stratified random sampling since the population for the purpose of this study was regarded as not being homogeneous. The study collected both primary and secondary data using semi-structured questionnaire and review of empirical and theoretical literatures respectively. The instruments were pilot tested for reliability checks. Statistical software SPSS was used for data analysis and generation of charts and graphs.

Analysis took both descriptive and inferential dimensions where some elements of measure of central tendency and regression analysis were employed respectively. The findings indicated that poor remunerations greatly influences staff turnover followed by training and development. Organizational structure was found to be of least influence on staff turnover. These findings are of great significance to employers especially in the public service commission's who are the main players in ensuring effective service delivery to the public. The information generated will help them understand the forces that affect their institutions either positively or negatively. The findings are also beneficial to the private sector, Governments and policy makers in identifying clearly the bottlenecks which cause turnover and how they can be overcome by suggesting possible solution. However the study faced some limitations as the public service involves many players and is wide with unique characteristics so not all findings were generally applicable to the entire public service