

FACTORS ASSOCIATED WITH LABOUR TURNOVER IN AN
ORGANIZATION IN TANZANIA: A CASE STUDY OF THE
COMMISSION FOR HUMAN RIGHTS AND GOOD
GOVERNANCE

BY

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A DISSERTATION SUBMITTED IN PARTIAL FULFILMENT
FOR THE REQUIREMENT FOR THE DEGREE OF MASTER
OF BUSINESS ADMINISTRATION IN THE OPEN
UNIVERSITY OF TANZANIA-

2009

ABSTRACT

The motivation for undertaking this study emanates from the existing turnover problem in within Tanzanian organizations. The contemporary business climate has found an increase of high demand on firms to attract and retain quality employees with technical skills, experience and knowledge. The pressure on firms to attract and retain employees as a remedy for excessive turnover has further compounded the problem in as far as associated cost is concerned. The objective of the study is to investigate factors associated with labour turnover in Tanzanian organization. In order to achieve this objective, the study employed both primary and secondary data methods. The primary data were collected by using questionnaires which were distributed to various employees. Secondary data were collected from various sources such as books, journals, circulars and the internet.

The data were analyzed and the findings indicate that, managerial controllable factors such as inadequate compensation package, unequal treatment of workers, lack of employee involvement in decision making, lack of promotion, job stress and poor working environment contribute in employee turnover in organization. In addition, demographic factors such as sex, age, education level and working experience were identified as contributors in turnover intentions among employees.

The general implication drawn from the findings is that, the current retention strategies are inefficient. This calls for the new initiative by various organizations to redesign HRM policies that will achieve positive behavioral, performance and financial outcomes.