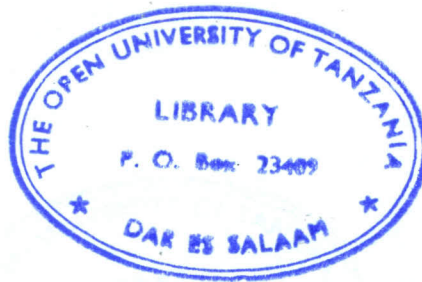


**CONTRACT OF EMPLOYMENT AND LABOUR TURNOVER IN HIGHER
LEARNING INSTITUTIONS: THE CASE OF THE UNIVERSITY OF
DAR ES SALAAM**



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ABSTRACT

The study was about the contract employment and employee's turnover in higher learning institution, the case of the University of Dar es Salaam. In this study 180 employees were interviewed, the compositions were as follows; 41 (22.8%) were permanent employees, 87(43.8%) were employees on contract employment terms, 33 (18.3%) were employees on probation and 19)10.5% were administrators. The study involved 75(42%) females and 105 (58.3) males.

Finding revealed that the majority 135 (75 %) of the employees were not satisfied completely with working condition and salary. 111 (61.7 %) of the employees interviewed were not satisfied completely with tactful discipline. 83 (46.1 %) of the employees interviewed were not satisfied completely with the full appreciation of the work done. 69 (38.3%) were not satisfied with sympathetic help with personal problems.

The study also revealed that employment by short contract is one of the reason caused employees turnover at the University of Dar es Salaam. Other factors which led to employee's turnover at the University of Dar es Salaam were dissatisfaction on working condition and salary, tactful discipline, full appreciation of the work done, sympathetic help with personal problems, promotion and growth, personal loyalty to employees and interesting work. It was recommended that to retain employee's human resource management policy and scheme of service to be reviewed. Also it was recommended that the higher management officer be given training courses on administration issues.