

ABSTRACT

This study entitled “Employee turnover and Retention among Academic Staff in Selected Public Higher Learning Institutions in Rwanda” aimed at Determining factors leading to a high rate of employee turnover in public institutions of higher learning in Rwanda. The study was carried out based on three specific objectives, that is to say: to determine the extent of employee turnover in selected public higher learning Institutions, to establish the level of retention strategies in selected public higher learning Institutions in Rwanda, to determine if there is a significant relationship between the extent of employee turnover and the level of retention strategies in selected public higher learning Institutions. The study was in form of descriptive correlation design, the population study comprised of 548 Academic staff from the two selected Institutions from which a study sample of 232 respondents was chosen using Slovin’s formula. A questionnaire measured on a scale was used to collect data from respondents. The results showed that factors such as lower salary package, no participation in decision making process, no recognition and reward for good performance and lack of autonomy were found as the most important causes that influence employees in Public higher Institutions of learning to look for other employment. The researcher recommends to the Public Institutions of higher learning not only tailor their retention strategies around financial benefits without taking into consideration intrinsic motivation.