

ABSTRACT

This study attempted to assess the causes of labour turnover in public sectors in Tanzania and to determine the relationship between Labour Turnover and Organization performance in the public sectors in Tanzania. The study was conducted in the Ministry of Industry, Trade and Marketing (MITM). which is situated in Dar-es Salaam – Tanzania. The study used triangulation research design and stratification and simple random sampling procedure with the sample size of 80 of the target population of 100 employees of MITM. A combination of Instruments were used to collect data for this study including questionnaires and face to face interview . So respondent participated in this study. All were from the ministry of industry, trade and marketing and stakeholders. The study found out that the labour turnover of young employees with professional jobs moving to green pasture, jobs currently existing in private sector in Tanzania is not restrictive to government ministries. The findings of the study revealed that globalisation has brought about major challenges to employers where labour turn over is rampant through employees retention buy low and as a result affects organizations performance 16 Therefore it was recommended that restructuring of the government on working conditions of employees and review the salaries in public sectors is the most important to be considered. Also motivation, the government should ensure continuity study and implementation of motivation packages within the public institution.