

**LABOUR TURNOVER AND ORGANIZATIONAL PRODUCTIVITY IN SELECTED
PRIVATE SECURITY FIRMS IN KAMPALA, UGANDA**

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ABSTRACT

The purpose of this study is to investigate the relationship between labor turnover and organization productivity of Kampala private security firms. The private security industry of Uganda has faced organizational productivity issues since their inception (Kajubu, 2013). The study was guided by specific objectives which included; to establish the effect of employee resignation on organizational productivity in private security firms, to determine the effect of employee death on organizational productivity in private security firms and to assess the effect of employee Dismissals on organizational productivity in private security firms. The study adopted a descriptive case study research design where data is collected from one entity alone. The data was collected from respondents were chosen from the selected security companies in Kampala. The data was collected from 207 employees who were the employees of the security companies and data was collected using the research questionnaires. The study findings reveal that resignation affect organizational productivity. In this case, resignation accounts for 32.3 percent of the changes in organizational productivity, employee dismissal accounts for 1.9 percent of the changes in organizational productivity. The employee death affect organizational productivity in security firms of Kampala Uganda, the regression coefficient expresses that only 5.2 % of change in the dependent variable (i.e organizational productivity) is caused by death. Dismissals of employees affected the organizational productivity. In this case, employee death and dismissal accounts for 5.5% percent of the changes in organizational productivity. The study concludes that employee resignation affected the productivity of the security firms in Kampala therefore conclude that retirement issues need to be addressed to enable the productivity of the organization, The retirement of employees did not affect the productivity of security firms in Kampala meaning productivity is not affected much the death of the employees. This implies that a more focus is needed to evaluate the productivity factors other than death, the researcher concludes that dismissal of employees did much affect the productivity of security firms implying that focuses on improving productivity requires critical focus on other factors other than of employees