FACTORS CONTRIBUTING TO THE EMPLOYEE TURNOVER IN PHARMACEUTICAL COMPANIES IN KENYA
A CASE STUDY OF BETA +HEALTHCARE INTERNATIONAL LIMITED, NAIROBI-KENYA

BY
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This is a Research Project Submitted for a partial Fulfillment for the Award of Diploma in Business Management of the University of Nairobi.

2012
DECLARATION

DECLARATION BY THE STUDENT

This is my original work and has not been presented to any university for any academic reward.

Name: Benedict Kyeku Signature: Benedict Date: 23/08/2012

L123/14651/2011

DECLARATION BY THE SUPERVISOR

This research proposal is submitted for examination with approval as the University Supervisor.

Name: Joyce K. Aliu Signature: Joyce Date: 27/08/2012
ABSTRACT

The objective of the study was to investigate employee turnover problem in Pharmaceutical Industries in Kenya with a case study of Beta Healthcare International limited. The study specifically investigated Work place environment, Reward system, Training and development programs and job security as factors that may contribute to workforce turnover in this sector.

The study adopted a descriptive research design to identify the employee turnover factors and a sample size of 30 employees was selected using a simple random sampling since the population for the purpose of this study was regarded as homogeneous. The study collected both primary and secondary data using semi-structured questionnaire and review of empirical and theoretical literatures respectively. The instruments were pilot tested for reliability checks. Statistical software SPSS was used for data analysis and generation of charts and graphs. Analysis took both descriptive and inferential dimensions where some elements of measure of central tendency and regression analysis were employed respectively.