This report was to investigate factors influencing labour turnover on organizations, in K24 Media house in Nairobi city. It was carried out to establish the factors that influence labour turnover in the Media firm, with specific reference to employees. The findings of this study were useful to the human resource planners within the Media Houses in Kenya. It enabled them gain a better understanding of employees leaving employment hence enabling them plan for the human resources requirement in their organizations.

It provided management a better and in-depth understanding of why there is need to manage the human resources of the organization. The findings helped the training managers to design effective induction courses, which kept turnover rates low during early period of employment, as this stage usually constitutes the highest labour wastage rates. Finally, it added knowledge to the academic community and stimulate further research in the field of labor turnover in other sectors of the economy. In the carrying out of the research, both self-administered questionnaires and interview guided questionnaires were used in collecting primary data.

This research was on the factors influencing labour turnover on organizations, in K24 Media house. This research used both primary and secondary sources of data collection and population of the study was 90 and sample size was 80 chi-square test of independence were used to test the hypotheses as survey method was an ideal for a good research like this. Included in the findings were that unemployment, land disputes, intolerance and lack of application of public relations strategies cause crises among others like improper demarcation of land boundaries, regular surveillance and tolerance among communities.

Questionnaires were used as the tool for collecting data. The analysis was done by use of tables and charts. Base on the findings, conclusion was drawn from the data analysis that was made during the findings. Standard deviation was also computed for each research question to test for the variability of responses across the study participants.

The study findings were interpreted and discussed. The findings were presented using frequency distribution tables.
AN INVESTIGATION INTO FACTORS INFLUENCING EMPLOYEE TURNOVER IN K24 MEDIA HOUSE IN KENYA

BY

HEZRON MUTUA MUGATHA
L125/23401/2013

A research report submitted in partial Fulfillment for the requirements for the Award of Diploma in Human Resource Management University of Nairobi.

2014
DECLARATION

I hereby declare that this research proposal is my original work, and that it has never been presented in any other university for a ward of any academic certificate.

Name                      Hezron Muthu Mugahta
Reg. No.                  L125/23401/2013
Signature                 Date 13/10/2014

Declaration of the supervisor

This research proposal has been submitted for examination with my approval as a university supervisor.

Supervisor                Mrs. Tryphaena Nabakwe
Signature                 Date 13/10/2014

Supervisor Department of Extra – Mural Studies
University of Nairobi
ABSTRACT

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