A SURVEY ON THE CAUSES OF EMPLOYEE TURNOVER IN THE MINISTRY OF STATE FOR IMMIGRATION AND REGISTRATION OF PERSONS IN NAIROBI (KENYA)

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DECLARATION

I, the undersigned, declare that this is my original work and has not been submitted for examination to this or any other University for credit.

Signed: [Signature]  Date: 30/07/2009

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(L 125 / 10299 / 2006)

This project has been presented for examination with our approval as University supervisors

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ABSTRACT

The purpose of this research is therefore to find out the causes of high labour turnover of employees at the National Registration Bureau in Nairobi. The objective of this study is to identify innovative work practices that will reduce high rate of employees' turnover at the National Registration Bureau. The research design was by random issuing of the questionnaires to the willing respondents to fill and to be collected personally by the researcher from them. The findings indicate that employee motivation leads to decreased labour turnover. NRB – the department may propose to revise staff remunerations in order to curb the problem of labour turnover. Other interested parties like PSC, DPM, among others may adopt the findings of the study so as to improve their services and to lower employee labour turnover. The findings help the organizations by identifying their problems, analyzing the information and recommending for possible solutions. Turnover is a burning issue for any organizations. Productivity of an organization depends on the skills or expertise of its workforces. A skilled worker may be an asset for any organization.