

Staff Retention Strategies and Labour Turn Over in Lira Diocesan Development Cluster
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ABSTRACT

The purpose of this study was to examine the effect of staff retention strategies on labour turnover in Lira Diocesan Development Cluster. The study specifically looked at the effect of salary advance, staff professional development and timely pay as staff retention strategies on labour turnover in the development cluster of Lira Diocese. A total of 189 respondents sampled to participate in the study were chosen using simple random sampling and census sampling techniques. Primary data was collected from respondents using a 5-Likert type scale questionnaire. Demographic data was analysed using descriptive statistics while the effect of staff retention strategies on labor turnover was analysed using inferential statistics. In the findings, some of the constructs of salary advance were found to have significant effect on labour turnover. Similarly, some of the dimensions of staff professional development were found to be significant. All the items used to assess timely pay had a significant effect. Pearson's correlation analysis showed that in the Development Cluster there existed a positive and significant correlation between staff professional development on labour turnover at 99% confidence level ($r=0.658$, $P<0.01$). The study also established that timely pay was positively and significantly correlated with staff turnover at 99% confidence level ($r=0.501$, $P<0.01$). Lastly, a weak positive significant correlation was realized between salary advance and staff turnover at 99% confidence level ($r=0.243$, $P<0.01$). Staff professional development with a regression coefficient of 0.56 and timely pay with regression coefficient of 0.244 both had a positive significant effect on labor turnover in the development cluster of Lira Diocese. However, salary advance with regression coefficient of 0.083 had insignificant effect on labor turnover in the development cluster of Lira Diocese. The study concluded that staff development and timely payment of staff salaries are very critical variables in the retention of the staff of Lira Diocesan Development Cluster. The study also concluded that there should be provision of appropriate plan for giving salary advances to staff as it helps to motivate them to continue working in the organisation. The study then, recommended that Lira Diocesan development cluster should come up with a plan for the development of the staff, and a policy to help in processing staff pay in time and continue to give salary advance in addition. Finally, other studies are recommended on the effect of staff retention strategies on labour turnover using both quantitative and qualitative approaches.

Keywords: Staff Retention, Strategies, Labour Turn Over, Lira Diocesan Development Cluster

