

**The effect of selected factors on the employee retention in the public sector: the case of Tanzania police force.**

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The objective of this study was to examine the impact motivation, job satisfaction and training and development to retain workers at the work organization with specific reference to public sector, police force sub group. Retention of key employees is critical to the long learn health and success of any work organization. It is a known fact that retaining best employees ensures customer satisfaction, increased, product sales, satisfied colleagues and reporting staff, effective succession planning and deeply imbedded organizational knowledge and learning. Retention of the current workforce is the most economic solution to an organization. In collecting the primary data interview and survey questionnaire were used. Questionnaires were administered to selected respondents, the employment of Police force from the headquarter and the Dar es Salaam Police College. The employees were further categorized into two strata; the low and high ranked. Data analysis was done through SPSS spread sheet. The study found out that the selected factors, motivation, recruitment, job satisfaction and training and development have a vital contribution on the workers retention as long as they are linked to the ambitions and hobbies of the workers but also with the goals they want to achieve in their lives. There are those they demand for physiology, Social, prestige (esteem) or actualization as it can be desired by the worker him/herself.