

Factors influencing employees' withdraw from employment in private schools: a case study of St.

Mary's International schools.

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The general objective of this study was to examine the factors influencing employees' turnover at St. Mary's International Schools. To achieve this objective, the study explored the individual and organisational factors for the turnover. The study used quantitative research method. Survey questionnaires with Likert Scale questions were employed in collecting data from a sample of 50 respondents which included Schools' Director, Human Resource Officers, Headmasters and Teachers from the selected St. Mary's International Schools (Mbezi beach, Tabata and Mbagala). The information obtained from the sample was analysed descriptively and percentages were used in summarizing these findings in tables. Explanations from open ended questions were used in justifying the findings. Through interview and questionnaire methods, it was observed that employees are highly influenced by salary package. Other benefits such as job satisfaction, job security, supervision, lack of employees' participation, motivation, family issues and poor working environment are there but not so much influential compared to salary. The researcher, being aware of the increase in employees' turnover at the institution understudy, recommends for immediate measures in order to rescue the institution from collapsing. Managers are encouraged to motivate their employees by increasing salary and the general work environment. Furthermore, the researcher recommends policy makers in the organisation to formulate policies that will reduce labour turnover. It also recommends researchers interested in this area to conduct more studies on labour turnover in the rest of other institutions.