

**EMPLOYEE PERCEPTION ON LABOUR TURNOVER IN
MIDDLE LEVEL COLLEGES IN NYERI COUNTY, KENYA**

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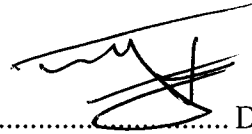
DECLARATION AND APPROVAL

DECLARATION

I declare that this is my original work and to my knowledge has never been presented in any other university for examination.

Peter Kagika

Signature.....



Date.....

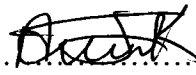
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APPROVAL

This Thesis has been submitted with our approval as the University supervisors.

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ABSTRACT

This study sought to analyse the employees perception on the labour turnover in middle level colleges in Nyeri County. The objectives of the study was to determine the role of remuneration, working conditions, unrealistic expectations and job characteristics on labour turnover in middle level colleges. Simple random sampling involving lists of employees from each of the five departments in each college and use of random numbers in the random tables was used to select a representative sample of 106 employees. Pretesting of the questionnaires on 10 potential respondents was done on the first week of July 2013. A structured, pretested questionnaire was administered personally to each of the sampled employees to collect data on the factors affecting perception of labour turnover in the middle level colleges where 100 % response rate was achieved. The data collected was analysed with the aid of Statistical Package for Social Sciences (SPSS) software to generate frequencies, mean, and percentages. Pie charts, graphs and tables were used to present various aspects of the variables. Quantitative data was analysed using descriptive and inferential statistics. Chi – square, friedman rankings and Logit models were used to show the relationship between the independent and dependent variables. The findings of the study indicate that remuneration, job description and unrealistic expectations were found to be statistically significance and had an influence on perception of labour turnover.