

Job Satisfaction and Employee Turnover in BRAC Uganda

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Keywords: *Job satisfaction, Employee Turnover*

Introduction

This study assessed the impact of job satisfaction on employee turnover in BRAC Uganda.

Objectives

The main objectives of the study were:

1. to examine the relationship between rewards and employee turnover at BRAC Uganda,
2. to examine the relationship between employee Career Development and turnover at BRAC Uganda, and
3. to examine the relationship between working conditions and employee turnover at BRAC Uganda.

Methodology

The study adopted a descriptive survey research design. Data were collected from 192 respondents who filled and returned the questionnaires; out of of 222 respondents. Data were analysed both for descriptive statistics (frequencies and percentages) and inferential statistics (correlation analysis).

Key findings

The findings revealed that the Adjusted R square was .760 which indicated that 76.0% of the changes that occurred in employee turnover were due to changes in job satisfaction. The test also revealed that BRAC Uganda's job satisfaction factors had a positive relationship with employee turnover and as such

the null hypothesis was rejected.

Key recommendations

The study suggested that BRAC Uganda should put in place fair and equitable rewards and benefits for its employees. It was also suggested that BRAC should put in place working conditions that are less bureaucratic to allow for the smooth execution tasks.

Key references

1. Culverson, D. (2002). Exploring Organizational Commitment Following Radical Change.
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