

**FACTORS THAT INFLUENCE VOLUNTARY LABOUR TURNOVER IN RESEARCH
INSTITUTIONS– A CASE STUDY OF KENYA MEDICAL RESEARCH INSTITUTE
(KEMRI)**

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ABSTRACT

The study is focused to identify the factors influencing voluntary labor turnover in KEMRI. The target population was KEMRI employees.

The study was carried out within three KEMRI collaborating centers namely; Walter Reed Project, Centre for Disease Control and KEMRI-Kenya Department of Defense. In total 60 respondents participated in completing the questionnaires. These collaborating centers operate entirely under KEMRI policies and mandate. The study seeks to find out why voluntary labor turnover has increasingly been so high even after implementing some ways of reducing it like staff training.

The data was collected through semi structured questionnaire that was administered through e-mail.

The result of the study revealed that, there was a low rate of promotion in the last one year, that is, only 22.2% of the respondents were promoted which were based on professional qualifications and number of years worked.

Majority of the respondents were of the opinion that staff turnover do exist at KEMRI and affects the performance of organization in terms of support functions and increased in work load for remaining staff.

The study shows employees continued stay in the organization, were as a result of job satisfaction and job security. It was noted that key categories of employees who would leave the organization were; highly skilled employees, unmarried employees and young employees.

The study recommends that organizations should devise ways of making jobs to be secure and satisfying. The organizations should also alleviate its adverse workplace conditions which would help curb the exit option.