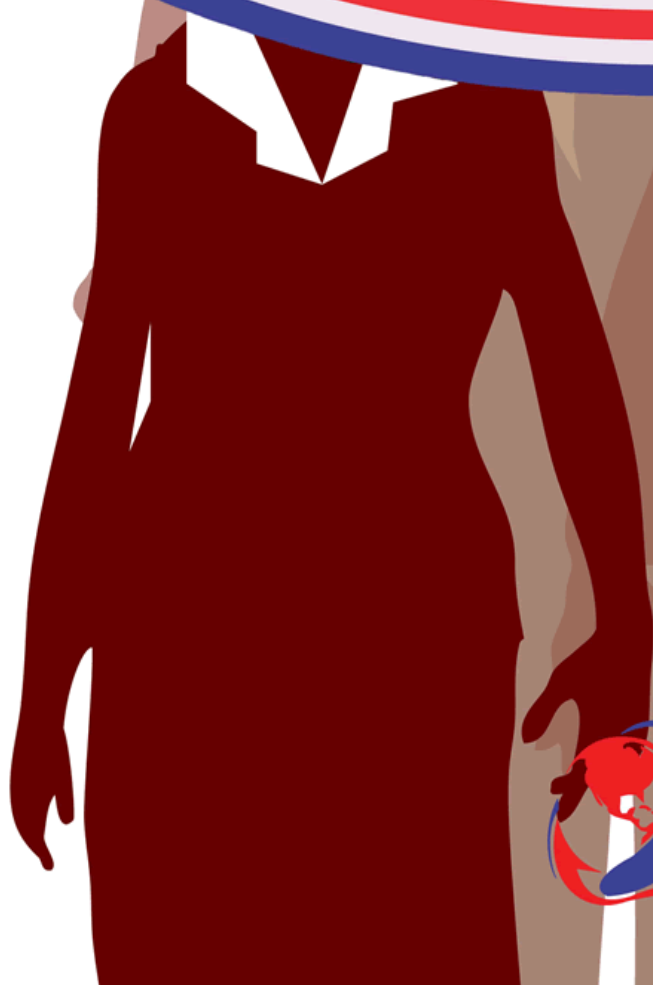


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INFLUENCE OF RECRUITMENT AND SELECTION ON RETENTION OF TEACHERS SERVICE COMMISSION SECRETARIAT STAFF IN BUSIA COUNTY, KENYA

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COUNTY, KENYA**

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Abstract

Purpose: Employee retention has been a key source of competitive advantage as well as achievement of business goals and objectives. Employee turnover can have a detrimental influence on the implementation of business strategies and eventually lead to productivity reduction. The secretariat staff labour turnover at the Teachers Service Commission (TSC) has for years increased and this has affected the overall performance at the TSC since qualified employees with experience leave the TSC yearly. For example, in 2018, the recorded turnover of employees was at 20% and the efficiency of TSC fell by 5%. The purpose of the study was to establish the influence of recruitment and selection on retention of Teachers Service Commission secretariat staff in Busia County, Kenya.

Methodology: Human Capital and Motivation theories served as the foundation for this study. In this study, a descriptive research design was used. The target population was 115 employees working at the TSC in Busia County as secretariat staff. The sample size was 115 according to Slovincs, (1980).

Findings: The findings revealed that recruitment and selection had a positive significant effect on retention ($\beta=.408$, $p<.05$). The study concluded that HRM practices have a positive influence on employee retention.

Unique Contribution to Theory, Practice and Policy: The output of the research may be utilized by the Department of HRM practices at the TSC Kenya, by employers, academicians, employees, trade unions, HR practitioners, Ministry of Labour in the formulation of a systematic process of ensuring employee retention at work places. The outcome may also lead to efficient and effective service delivery as well as proper utilization of resources by all the departments at the TSC offices in Kenya.

Keywords: *Recruitment, selection, employee retention, secretariat staff.*