

FACTORS THAT INFLUENCE RETENTION OF PERSONNEL AT COR JESU COLLEGE IN THE PHILIPPINES

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Abstract

The study sought to determine factors that influenced effective staff retention of personnel at Cor Jesu College in the Philippines. A quantitative research design involving descriptive sample survey method to collect data by means of self-administered structured questionnaire was adopted. The sample of the study consisted of one hundred and twenty (120) participants comprising 15 members from administration, 64 teaching staff, 29 professional non-teaching staff and 12 non-professionals non-teaching staff who were purposively sampled. Quantitative data were analysed using the Statistical Package for the Social Sciences (SPSS) version 20.0 to generate descriptive statistical summaries. Qualitative data were coded and categorized into major emerging themes which were employed in presenting the study findings thematically. The findings of the study showed that most workers were not satisfied with their job and that their retention was affected by several aspects of their work especially working conditions that emerged as the major source of dissatisfaction. However, though most of the personnel were not satisfied with their working conditions, they opted to remain in the institution because of good interpersonal relations that exists at the institution. Basing on the study findings, the following recommendations are made: 1. The Ministry of Education should involve educators in the processes of formulating the education policy. 2. The government should improve the working conditions for personnel in the Ministry of Education through provision of incentives for personnel. 3. The Ministry of Education should also facilitate staff development programmes with a view to appraise worker performance; and, 4. The government, through the Ministry of Education should embark on workshops for college administrators to provide with them new knowledge on managerial skills.

Key Terms: Personnel retention, Retention strategies, working conditions

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