

ABSTRACT

The study was conducted to find out employee turnover in relation to human resource management practices in Bushenyi District. The objectives of the study focused on the relationship the tenure or incumbency and staff turnover, whether the withdrawal behaviour affects staff turnover in these private schools, the relationship between demographic variables and staff turnover in the private schools. The researcher's concern was on the factors affecting teacher turnover in private secondary schools in Bushenyi district. The study was conducted using the descriptive research design where a cross-sectional survey was used because the population to be studied was too big and this study design proved to be less costly and time saving. Simple random sampling was used to select the respondents who were comprised of: school heads, teachers and students. Data was collected with the use of interview guides, questionnaires and document check lists. It was analyzed by descriptive statistical techniques and presented in the form of tables, frequencies and percentage distributions. The chi square technique was employed to test the research hypotheses. Several findings were made in regard to the study but notable of these were that; loss of group cohesion, poor working conditions, poor pay, poor management or supervision which were categorized under employer related factors significantly affected teacher turnover in private secondary schools in Bushenyi District. Many teachers joined the private secondary schools with numerous expectations which were not met and this increased their dissatisfaction causing lack of commitment and the end result was always resignation. Lastly, the study findings also showed that external factors like better pay elsewhere, low status of the teaching profession and competitive conditions elsewhere also brought about teacher turnover. The study recommended that all stakeholders should consider putting in place policies and strategies that will attract and retain teachers to ensure better retention rates for the good of the whole education system in Bushenyi District and Uganda as a whole. Head teachers should also adopt better management styles.