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Effect of Talent Management practices on retention among academic staff in Universities in Kenya: A sector difference

The objective of the present study is to examine the effects of talent management practices on retention among academic staff in public and private universities in Kenya. The sample of the study consisted of 388 academic staff drawn from a population of 13,441 academic staff in 31 public universities and 32 private universities in Kenya. Questionnaire method was used to collect data which was analysed using inferential statistics which included Independent Samples T Test, ANOVA, Pearsons Correlation and Multiple Regression analysis.

The results of the independent samples t-test showed that there were no statistically significant differences in the mean scores of talent management practices and academic staff retention among respondents from public and private universities. The results of Pearson's Correlation analysis showed that all the dimensions of talent management practices (career management, succession planning, mentoring and coaching) had significant positive relationship with academic staff retention in private and public universities apart from training which had no significant relationship with retention in private universities but a positive significant relationship with academic staff retention in public universities.

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