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LEADERSHIP STYLES AND TALENT RETENTION IN PRIVATE UNIVERSITIES IN KENYA: A CONCEPTUAL ANALYSIS

ABSTRACT

Leadership and talent retention are critical HR-related components in any organization, but the extent to which these factors interact with each other and eventually contribute to the success of the organization is under-explored. Private Universities in Kenya have been affected by a mass exodus of employees. Many of the private universities, have lost their well-trained employees and researchers to competitors both locally and regionally on the bases of compensation, career advancement opportunities and working conditions.

There is however a paucity of studies addressing the role that leadership styles would play in addressing these issues. It is towards this end that this study examines the relationship between the leadership styles and employee retention in Private Universities in Kenya in the context of reducing high labor turnover in the private universities in Kenya.

The study furthermore attempt to examine how leadership styles can be utilized as driving force of spurring employee motivation, engagement, commitment and growth in the Private universities in Kenya. A key guiding question for the study is to what extent does leadership styles influence talent retention in the Private Universities in Kenya? This is in consideration of the fact that whereas academic literature has managed to connect Leadership styles with Talent Retention in developed countries, minimal scholarly attention has been paid to the Private Universities in Kenya. This study is therefore important for both academic and policy purposes because it is critical in formulation of appropriate intervention of increasing employee retention in the Private Universities in Kenya.

Key Words: Leadership styles, Employee Retention, Private Universities

Primary author: Dr RINTARI, ANN (KENYA METHODIST UNIVERSITY)