



EMPLOYEE TRAINING, TRANSFORMATIONAL LEADERSHIP AND EMPLOYEE RETENTION IN CHRISTIAN FAITH BASED HEALTH INSTITUTIONS IN NAIROBI CITY AND KIAMBU COUNTIES, KENYA

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ABSTRACT

Employee retention is a key human resource management issue facing health institution managers today. Retaining staff is a dilemma that much faith based health institutions have to grapple with. This has informed the institutions to improve on employee training as an antecedent of employee retention. However, studies focusing on employee training, transformational leadership and employee retention in Faith based Health Institutions remain elusive. The general objective of this study was to determine the precursors of employee retention in Faith Based Health Institutions in Nairobi and Kiambu. Descriptive survey research design was used. The target population of the study was 10,124 where a sample of 385 staff was selected. Data was collected using structured questionnaire and interview guide. Data analysis was done using descriptive and inferential statistics techniques. The results revealed that there is a significant positive relationship between employee training, transformational leadership practice and employee retention in Christian Faith based health institutions ($B_1 = 0.610$, $PV = .002 < 0.05$), $t = 12.974$). The study concluded that training is a significant precursor for employee retention in Christian faith-based health institutions in Nairobi and Kiambu. Transformational leadership practices significantly moderate the nexus between training and employee's retention in Christian Faith based health institutions organizations.

Key Words: Employee training, Transformational Leadership, Employee Retention