

**RELATIONSHIP BETWEEN EMPLOYEE TURNOVER AND
ORGANIZATIONAL PERFORMANCE IN THE KENYA POLICE SERVICE; A
SURVEY OF LAIKIPIA POLICE DIVISIONAL HEADQUARTER**

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ABSTRACT

Employee turnover is the alternation of employees around the workforce market; between business enterprises, jobs and careers; and between the situations of been in the labor service and unemployment. The Government of Kenya is committed to the ensure security of all Kenyan protect their property and life's. The government has been conducting recruitment of Kenya police service personnel every year in order to increase their numbers and reduce the workload of employees. In the year 2013, the government decided to increase the mobility of Kenya police personnel and hired 1,300 modern vehicles from Toyota Kenya and they were distributed across all the units of Kenya police service in the country. The general objective of the study was to establish the relationship between employee turnover and organizational performance in the Kenya Police Service. The study made use of descriptive survey research design which is concerned with elucidating the attributes of specific persons, or of groups. The current study's target population was of 86 disciplined uniformed officers who work in the Laikipia Police Division headquarters. These employees are of different cadres from the lowest to management level. The study did not conduct sampling since the population is not large. The sample size of 86 respondents was used. The current study made use of questionnaires to gather data from its final sampled subjects. It employed descriptive statistics which includes frequencies and percentages for the analysis of data gathered from the field. The current research made use of Pearson correlation evaluation to test mentioned study's hypothesis. Additionally, the p-value from test statistic was employed to establish whether there existed any correlation which could be credited to the ordinary unpremeditated variables or not. It was found that there was positive relationship between remuneration and police performance and weak positive relationship between working environments. The study concluded that all the variables influences turnover in police services and affects police performance. The study recommends that the government should pay police officers well in order to ensure that police officers are well paid for services offered, that the governments should ensure that police officers are given proper working tools and equipment to improve their performance, that the police department should professionally come up with a practical scheme of service and policies that ensures that there is no conflicting policies in the prisons organization structure and that the government should ensure there is clear career progression path in the police service and period determined for every cadre.