

EFFECT OF COLLECTIVE BARGAINING AGREEMENT ON EMPLOYEE RETENTION AMONG MEDICAL PRACTITIONERS IN COUNTY GOVERNMENTS IN KENYA: A CASE STUDY OF KIRINYAGA COUNTY

Ndirangu Z. , Njoroge D. ,Kamau S.

Kirinyaga University, KENYA

Correspondence: - zndirangu@kyu.ac.ke

ABSTRACT

County governments in Kenya have advised employee retention strategies in a bid to safeguard their valuable human resource. This analyzed the effect of collective bargaining agreement on employee retention among medical practitioners in Kirinyaga County. The study adopted a descriptive research design. The target population was 930 medical practitioners. A sample size of 272 participants was obtained through Krejcie and Morgan tables and stratified random sampling. Primary data was collected using mixed questionnaires from selected respondents while secondary data was sourced from Kirinyaga County website and database. Data was analyzed using descriptive and inferential statistics. A regression model of CBA predictors was run against employee retention. Based on the findings, the coefficient of correlation ($r = 0.641$) revealed that there existed a moderate strong positive relationship between collective bargaining agreement implementation and employee retention. The coefficient of determination ($R^2 = .411$) revealed that collective bargaining agreement implementation explained about 41.1% of the changes in employee retention among medical practitioners in County Governments in Kenya. This shows that 58.9% of the employee retention could be explained by other factors other than CBA implementation. This led to the conclusion that CBA implementation had an effect on employee retention among medical practitioners in County Governments in Kenya. It is recommended that the County Governments in Kenya implement collective bargaining agreements entered into with the medical practitioners to enhance employee retention.

Keywords: - *Collective Bargaining Agreement, Employee Retention*