

## **THE RELATIONSHIP BETWEEN STAFF RETENTION POLICIES AND THEIR IMPLEMENTATION IN SECONDARY SCHOOLS IN CENTRAL EQUATORIAL STATE SOUTH SUDAN**

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### **ABSTRACT**

*The study examines the relationship between staff retention policies and their implementation in secondary schools in the Central Equatorial State. The relationship between employee retention and organizational performance in secondary schools in the Central Equatorial State appears strong ( $r = .543$ ;  $p$ -value  $< .000$ ) in the presence of the working environment. Otherwise, the relationship between employee retention and organizational performance ( $r = .223$ ;  $p$ -value  $< .000$ ) is not significant. It was concluded that the staff retention and organizational performance of secondary schools in Central Equatorial State. One of the objectives of the study was to understand the employee retention strategies used in the district. Employee compensation was found to be the most used employee retention strategy in the state. Compensation was highly confirmed by the highly paid package, the attractive attention, and the bonus they earn for every overtime. While participants indicated being highly paid, the study did not establish the different salary scales that are paid to employees. Similarly, the study could not establish the dimensions of attractive packages that indeed motivate them to stay as employees in secondary schools in the Central Equatorial State. As a recommendation, secondary schools in Central Equatorial State should operate according to standard operations and procedures as laid out in different policy organs, like the Local Government Act, Public Service Standing Orders, Public Finance Management Act, etc. There should also be an independent study on the role of policy implementation in the attainment of organizational goals in local governments in South Sudan.*

**KEYWORDS:** *Human Resource Management, Employee Retention, Recruitment, Compensation, Performance Appraisal Employee Performance, Employee Efficiency*

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