



LEADERSHIP STYLE, ORGANIZATIONAL CLIMATE, EMPLOYEE COMMITMENT AND EMPLOYEE RETENTION IN NON-GOVERNMENTAL ORGANIZATIONS OPERATING IN JUBA SOUTH SUDAN

ABSTRACT

Employee retention is now recognized as a key strategic issue in organizational productivity and performance with a direct impact on replacements and training expenses and minimal loss of competent employees to ensure effective service delivery that encourages employees to commit themselves to stay in the organization for a long period time. The purpose of the study was to establish the relationship between leadership style, organizational climate, employee commitment and employee retention in Non-Governmental Organizations operating in Juba-South Sudan.

The study used a cross sectional research design, distributed 269 questionnaires to respondents, 179 respondents returned the questionnaires and 90 respondents did not return, therefore the response rate was 67% which was above the recommended 50%, as supported by Amin (2005). The study findings established that the predictive power of independent variable (leadership style, organizational climate and employee commitment) which explain 17.4% of variance in employee retention.

The study recommends that for the NGOs who operate in conflict and humanitarian areas like South Sudan, concentrate on leadership styles to retain good talents, use of other predictors of the variables in other areas by use of approaches of data analysis, and policy makers to initiate policies and regulations which promote employee commitment and employee retention for the desired impacts in providing service delivery to the vulnerable communities.