

Effect of Human Resource Practices on Employee Retention in Public Universities in Kingdom of Saudi Arabia

Mohammed A. Alwaheeb

*Department of Management and Information System, College of Business Administration,
University of Ha'il, Hail, Saudi Arabia
E-mail: m.alwaheeb@uoh.edu.sa*

KEYWORDS Employee Retention. Human Resource Practices. Public Universities. Employee Development. Career Opportunities

ABSTRACT Recently, organisations are brought to work in an increasingly competitive socio-economic environment due to the context of globalisation in which they operate. The purpose of this research is to gain insight into the way in which HR practices operate at the department level and contribute to the degree of retention of the employees in the educational organisation. The dependent variable is employee retention. The study employed a quantitative approach in which the empirical data was collected through a survey, and systematic questioning of a large number of people on a large number of questions. The data obtained have been analysed using the statistical computer program Statistical Package for Social Science SPSS. The results of the regression analysis shows that rewards, aimed at motivating employees, positively influence employee retention, whereas, the research found there is no relationship between recruitment and selection, development and career opportunities and employee retention.