

**The Impact of Training on Employee Job Satisfaction and  
Retention among Administrative Staff Members:  
A Case of a Selected Tertiary Institution**

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**ABSTRACT** The paper presents the findings of the study that was conducted to explore the impact of training on job satisfaction and retention of employees at a selected tertiary institution. A quantitative research methodology was used and 120 randomly selected respondents participated in this study. Self-administered questionnaires were administered to respondents drawn from academic administrators. The data collected was analysed using SPSS version 22.0. The results revealed that there is no significant relationship between training and employee retention. However, there is a significant positive relationship between employee job satisfaction and retention.