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## **Examining Staff Members' Views on Staff Retention Practices in a Public Higher Education Institution**

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**KEYWORDS** College Staff. Job Satisfaction. Employee. Motivation. Work Environment

**ABSTRACT** Worker productivity is enhanced by good working conditions provided to workers. Good working conditions include perks and benefits. Underpinned by the Four Drive Model of Employee Motivation, the study sought to examine workers' views on staff retention measures at the workplace. The study adopted a mixed methods approach. A concurrent triangulation mixed methods design was employed. The study found that availability of medical allowances and pension schemes was disregarded at the workplace and that career advancement was not taken seriously as staff members who wanted to advance themselves were not supported. The study concludes that there were seriously negative issues regarding staff members' job satisfaction in the institution under study. The study recommends that institutions should have clear recruitment policies and that basic and attractive conditions of service should be put in place to attract staff and enhance job satisfaction.