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### **Motivation and Employee Retention: A Case Study of Kibuku District Health Sector**

This study was carried out on the impact of motivation on employee retention in the health sector, taking a case study of Kibuku district. The study was guided by the following specific objectives: to identify the impact of work environment on employee retention in Kibuku district health sector, to establish the impact of reward system on employee retention in Kibuku district health sector and, to examine the relationship between career development and employee retention in Kibuku district health sector. This study used a cross-sectional survey design where both qualitative and quantitative approaches were used. A total sample of 74 respondents was chosen out of a total population of 91 health workers in the health sector using Slovin's formula. The data were then collected and analysed using the Statistical Package for the Social Sciences (SPSS). The findings from the study indicated a positive but weak correlation between reward system and employee retention represented by the correlation coefficient of  $r=0.376$ ; career development positively related with employee retention as illustrated in the results with the correlation coefficient is  $r=0.541$ ; work environment has a positive and statistically significant relationship represented by a correlation coefficient of  $r=0.447$ . The following recommendations were made out of the findings of the study: there is need for substantial improvement in the work environment by providing adequate facilities, and also provide support and guidance to health workers by both stakeholders. The research also recommended that the key stakeholders in the health sector urgently lay strategies aimed at improving the reward system of health workers. The health centres should also incorporate a competitive reward system so as to motivate health workers' performance and hence retention. On career development of health workers, the research recommended that the district puts strategies to help staff perform better through appraisal systems where gaps can be identified and jointly agree on the course of action with staff in order to enhance their career growth. Provide supervisory support to enable identification of any innovations by employees for support and development. There should also be investment in the training of employees to equip them with current skills for development.

Key words: Retention, Motivation, Employee