



## **Academic Staff Motivation and Retention in Higher Learning Institutions in Tanzania: Evidence from Selected Universities in Iringa Region**

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### *Abstract*

The purpose of the study was to determine the factors affecting academic staff motivation and retention among selected universities in Iringa Municipal Council. The study assessed motivational and retention strategies employed by selected universities in retaining academic staff. It determined whether there is staff motivation and retention policy among the selected universities in the region. The study also analyzed whether motivation and retention policies are effectively implemented among the selected universities in Iringa Municipal Council. This study used quantitative approach and adopted case study design to establish factors affecting academic staff motivation and retention among the selected universities. Questionnaires were used as the survey instrument. Stratified random sampling technique was used to select respondents from the entire population. Then non probability sampling was used to select a representative sample from each stratum. A sample size of 100 was drawn from the study population. The data were collected by using structured questionnaires. Descriptive statistics and inferential statistics were used to analyze data collected from the respondents and SPSS version 20 and excel Microsoft application were used to process data. Findings on the factors affecting academic staff motivation and retention revealed that work environment, promotional practices, feedback system, recognition and appreciation, training and

development have weighted mean above the neutral point (3) while orientation and induction, intention to stay, academic staff expectation and motivation and retention strategies have weighted mean below the neutral point. Upon measuring the strategies, regression were employed, and findings depict that clear career path , job security, promotion opportunities were found to have a strong effect on academic staff retention with coefficient value of 0.5482, 0.4820 and 0.4263 respectively. These findings imply that the majority of respondents consider these three strategies as important compared to others; they thought security and clear career path will make them to stay long in these universities. The majority 73% pointed out that if these retention and motivation policies are not implemented accordingly, they would be forced to quit. Only 27% of all respondents agreed that these policies are implemented accordingly.

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