

**HUMAN RESOURCE MANAGEMENT PRACTICES AND EMPLOYEES’  
TURNOVER INTENTION  
A CASE STUDY OF RWANDAN AGRICULTURE BOARD (RAB)**

**BY  
FRÉDÉRIC MUTABAZI  
MBA/0129/12**

**ABSTRACT**

This research involved in investigating the HRM practice on employee’ turnover intention. Human Resource Management is a function within an organization that focuses on responsibilities of managing workforce including attraction and motivation employees. To achieve the goal, an organization recruits, train and rewards employee as well as searching ways of attracting them to commit themselves to the organization, but the level of employee who left is still a big challenge. The general object of this study is to investigate the practice of Human resource management which influences the employee’s turnover intention. Specifically, this study would identify the techniques of HRM practice often used in Rwanda Agricultural Board, to investigate whether HRM practice affects the turnover intention for employees of Rwanda Agriculture Board, to assess the effect of HRM practices on employee’s intention to turnover in Rwanda Agriculture Board, to make suggestions and recommendations. In the methodology of this study; primary will be obtained through sample which will be taken randomly. The study will use techniques such as questions, observation and interview to collect data. Documents such as employee’s personal files, evaluation folder, contract folder, salary folder, training and assessment folder, discipline folder and social welfare folder will be reviewed to collect data. This study will be completed by three chapters. The first chapter is the introduction. The Second is the literature review and has highly discussed the views of different scholars in relation to determined variables. Chapter three demonstrates data collections methodology, shows the analysis and the interpretation of the obtained data, and highlights problems related problems. Chapter four is about data analysis, presentation and interpretation of findings and at the end, there is chapter five which summarizes the findings, highlights a conclusion and made recommendations. Hence, it recommended the organization to well design the missing programs based on findings.