

**EMPLOYEE RETENTION STRATEGIES AND PERFORMANCE OF PUBLIC  
INSTITUTIONS IN RWANDA  
A CASE STUDY OF MINISTRY OF PUBLIC SERVICE AND LABOR**

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**ABSTRACT**

Employee retention is a critical aspect for every Institution regarding competitive advantage because Human Resource is the most critical asset of today's modern world. Other resources can be arranged effortlessly but to get efficient and retain talent human Capital is the most difficult task. Therefore, Institution is now more focused towards employee retention. Institution use different Human Resource Strategies for retention as relating to the efforts by which employees attempt to retain employees in their workforce.

The purpose of this study is to examine the literature relating to retention of good employees and the role that work life issues have in an employee's decision to stay or leave an organization and how it makes the organization to more perform.

This study provides an overview of the key employee turnover literature within the hospitality for those academics researching in this area, with specific attention given to the role of Retention Strategies as issues of turnover. This research also provides a theoretical and practical framework for Public Institution to develop strategies for reduced employee turnover, with a focus on the role that balancing work and family plays in these strategies. The key findings emerging from this literature review focus on job attitudes such as job satisfaction and organizational commitment, personal attributes such as positive and negative affectivity, the role of Employee Retention Strategies reduce turnover and, finally, the strategies provided to alleviate high turnover rates and it shown in improvement in Performance of Public Institution.

Recommendations to management are presented for both Governments. These recommendations include the good compensations, Work environment, Employee Relationship, Employee Development, good role models at the workplace, improvement in flexible working conditions, sound recruitment and training opportunities and company family friendly work policies.