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**ASSESSMENT OF FACTORS FOR HIGH EMPLOYEE TURNOVER
RATE ON ORGANIZATIONAL PERFORMANCE IN NDALA MISSION
HOSPITAL TABORA TANZANIA**

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ABSTRACT

This study was conducted to assess the factors for high employee turnover rate and how it affects organizational performance in Ndala Mission hospital in Tabora Municipality, Tanzania. The study was guided by Maslow's hierarchy of needs theory, (1943). The study employed Convergent Design under Mixed Research Approach. The target population of the study was 12 Hospital Managers, 12 Heads of Hospital Departments, 105 Professional Health Workers, and 34 Exit workers making a total of 163. Probability and Non-probability sampling were used to determine the study sample of 60 respondents. Questionnaires, an interview guide, and document review were used to collect data. The reliability of the instruments was determined by using the Cronbach Alpha method. Descriptive and inferential statistics were used to analyze data. The data findings revealed that Ndala Mission Hospital is facing the challenges of a high employee turnover rate. The major factors for high employee turnover rate included salary scale level to cost of living, poor management skills of manager poor working environment and extensive workload. The study concluded that a high rate of employees' turnover affected organizational performance negatively. The study recommended that Ndala Mission Hospital should review its salary scale level and benefits package to meet the living cost and help increase morale and motivation of the employees to perform effectively and efficiently.

KEYWORDS: *Employee turnover, Organizational performance, Mission Hospital*

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