

ABSTRACT

The main focus of this study is to explore the status of determinants of retention and commitment of academic employees and their status in Jamshoro Education City (JEC) at the university level.

This study identified the importance of determinants of retention and commitment of academic employees in Jamshoro Education City (JEC). The study was conducted using both qualitative and quantitative research methods. The qualitative method was used to describe thoughts and opinions of the respondents, while quantitative method was used to present secondary data collected for this study.

The primary data was collected through a questionnaire and interviews using survey questionnaire-distributed in three universities of the JEC (MUET, SU and LUMHS). The population of this study includes those researchers who were sent for their Ph.D. studies under HEC mega projects (I, II and III) and returned after completing their PhDs. The populations of study exists within the universities such as; (Mehran University of Engineering and Technology=No of teachers), (University of Sindh=No of teachers) and (Liaquat University of Medical Health and sciences =No of teachers).

The reason of this study is to understand the commitment and retention level of academic employees on the basis of which millions of rupees in JEC has been spent by HEC; and also to measure the level of academic staff commitment and retention in Jamshoro Education City (JEC). The ultimate goal is to identify and understand whether any gap exists in their retention and commitment in Jamshoro Education City.

This study identifies the measured commitment and retention through many indicators and found that, the work place is not as per expectations for the academic employees and prejudice at the work place is causing problems for retention and commitment of the academic employees in JEC.

The observations for this study have been collected from the participants from the three universities and the data was scrutinized through different statistical tests applied in SPSS to obtain the results. Poor level of commitment is observed in JEC; and for the reason it was found that PhD scholars are contributing much in research . Poor level of retention is also observed in JEC. However, it was also noted that if Ph.D. scholars are retained at their workplace; it is mainly because of job security.