

**INVESTIGATION OF THE RELATIONSHIP BETWEEN WORKING SATISFACTION  
AND EMPLOYEE TURNOVER IN NAROK COUNTY HOTELS.**

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## **ABSTRACT**

This proposal aimed to examine job satisfaction and employees' turnover intentions in Narok county, Rift valley province in Kenya. The paper highlighted and defined basic concepts of job satisfaction and employees' turnover intention. It considered job satisfaction factors related with pay, nature of work and supervision as the three facets of job satisfaction that affect employee turnover intention. In order to achieve this objective, a survey was done by the method by administration of questionnaires, aimed at the managers of the hotels in Narok town. The othesis and the objectives of the survey was done at .05 level of significance. It was found that in Narok County, employee motivation was mainly no-financial in the form of praise, apprenticeship and orientations. It was also seen that punctuality, high productivity levels and cooperation at work were some of the indicators of job satisfaction. The underlying solutions to increase staff turnover was argued at networking through seminars and open forums, salary increments, rewards, reduced working hours, promotion and corporate trips.