

**Impact of Organizational Culture on Employee Retention:  
A Case study of Private Educational Institutions in Islamabad and  
Rawalpindi, Pakistan**



**By:**

*Nida Ahmed*

*01-222161-008*

*A Research Proficiency Paper presented to Bahria University, Islamabad in  
partial fulfillment for the degree of  
**Masters of Business Administration***

**Supervisor:**

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**Department of Management Science  
Bahria University Islamabad**

**Spring 2018**

**Major: HRM**

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# FINAL PROJECT/THESIS APPROVAL SHEET

## Viva Voce Examination

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## **1. ABSTRACT**

Education systems all over the world are expected to provide quality education and overall development, however this progress is only dependent on competent and qualified staff in such institutes. More importantly, retaining such a resource becomes crucial for these organizations. In developing countries like Pakistan, employee retention is an issue that many private educational institutions face. This study aims to investigate the impact of organizational culture on employee retention of teachers in private schools of Pakistan. The data has been collected from 3 private educational institutions located in the twin cities of Rawalpindi and Islamabad, Pakistan. Data has been analyzed using quantitative (SPSS) and qualitative methodology. The results have confirmed a strong correlation between retention and organizational culture. This study carries significance for the current education sector which is increasingly facing retention issues. The results would help the sector by providing strategies for enhancing organizational culture and retaining qualified and experienced teachers. The study also mentions recommendations for researchers interested in investigating this area.