

2010

Staff retention factors in the Not-for-profit sector: An examination of a Western Australian community organisation

Nurdan Colleran

University of Notre Dame Australia, collerann23@gmail.com

David Gilchrist

University of Notre Dame Australia, dgilchrist@nd.edu.au

Charlotte Lucy Morris

University of Notre Dame Australia, lucy.morris@baptistcare.com.au

Follow this and additional works at: http://researchonline.nd.edu.au/bus_article



Part of the [Business Commons](#)

This article was originally published as:

Colleran, N., Gilchrist, D., & Morris, C. L. (2010). Staff retention factors in the Not-for-profit sector: An examination of a Western Australian community organisation. *Third Sector Review*, 16 (3).

This article is posted on ResearchOnline@ND at http://researchonline.nd.edu.au/bus_article/29. For more information, please contact researchonline@nd.edu.au.



STAFF RETENTION FACTORS IN THE NOT-FOR-PROFIT SECTOR: AN EXAMINATION OF A WESTERN AUSTRALIAN COMMUNITY ORGANISATION

N. Colleran, D.J. Gilchrist and C.L. Morris

University of Notre Dame Australia

Abstract

In Australia today Not-for-profit organisations, like most other entities, are trying to respond effectively to challenges associated with the recruitment and retention of competent, experienced and committed staff. Unlike government and commercial entities, however, the poor resourcing of Not-for-profit organisations makes it necessary to approach the issue of recruitment and retention with more creativity than perhaps is required of organisations in the other two sectors of the Australian economy. This is particularly the case for Not-for-profit organisations operating in Western Australia where the economic conditions based on resource exploitation make recruitment and retention, even in the context of the recently reduced economic activity in the state, extremely difficult. In this article, the authors seek to communicate the results of a study focused upon the retention factors that staff considered to be important in a Not-for-profit organisation based in the northern periphery of Perth, Western Australia.

Key Words: Charity, Employment, Recruitment, Retention, Human Resources