

# A study of Faculty Retention Factors in Educational Institutions in Context with Delhi Private Professional Colleges

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**ABSTRACT**

*This study examines the key factors influencing faculty retention in private professional colleges in Delhi, a critical issue given the high turnover rates and their impact on institutional stability and quality of education. Through a mixed-methods approach combining quantitative surveys and qualitative interviews, this research identifies and analyzes the principal elements affecting faculty retention, including compensation, career development opportunities, work-life balance, institutional support, and organizational culture. The quantitative component involved a survey of 200 faculty members across various private professional colleges in Delhi, revealing that competitive salary packages, opportunities for professional growth, and a supportive work environment are significant predictors of faculty satisfaction and retention. The qualitative analysis, consisting of in-depth interviews with 30 faculty members and administrative personnel, highlighted the importance of institutional leadership, recognition, and alignment of institutional values with faculty expectations. Findings suggest that private professional colleges in Delhi must enhance their retention strategies by focusing on holistic support systems, offering competitive and transparent compensation packages, and fostering a positive and inclusive organizational culture. By addressing these factors, institutions can improve faculty satisfaction, reduce turnover rates, and ultimately contribute to better educational outcomes and institutional performance. This research contributes valuable insights into the faculty retention dynamics within the specific context of Delhi's private professional colleges, offering practical recommendations for policy makers and institutional leaders to create more stable and supportive academic environments.*

**KEYWORDS:** *Career development opportunities, Work-life balance, Institutional support, and Organizational culture.*

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