

This is a research-based book with global, relevant and insightful literature review. The review includes but not limited to Harvard Strategic Human Resource Management (SHRM) and HR retention strategies, SHRM faculty retention strategies in private universities on junior and senior faculty in South Africa. Critical review of empirical studies revealed gaps, contradictions and inconsistencies in the literature. In addition to other theories reviewed, configurational theory is discussed in detail as the main theory that guided the identified configuration of faculty retention strategies with human and non-human resources for gaining competitive advantage for universities studied. The key findings included divergence in perceptions on faculty retention between deans and faculty which is discussed as the concept of retention gap. Challenges faced in retention of faculty in private universities are discussed. Viable recommendations for education managers, planners and administrators of university education in Kenya, Africa and around the world are part of the concluding remarks of this book. Dr Simon Nderitu

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