

**FACTORS AFFECTING THE RETENTION OF KNOWLEDGE  
WORKERS**

by

Margaret Mary Sutherland

Dissertation

Submitted in partial fulfilment  
of the requirements for the degree

DOCTOR IN COMMERCE

in

LEADERSHIP IN PERFORMANCE AND CHANGE

in the

FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES

at the

RAND AFRIKAANS UNIVERSITY



Supervisors: Prof. Chris Welman & Prof. Wilhelm Jordaan

February 2004

