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Data Article

An integrated dataset on organisational retention attributes and commitment of selected ICT and accounting firms



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ABSTRACT

The article presented an integrated data on organisational retention strategies and commitment of selected ICT and Accounting firms in Nigeria. The study adopted a quantitative approach with a survey research design to establish the major determinants of employee retention strategies. The population of this study included staff and management of the selected firms. Data was analysed with the use of structural equation modelling and the field data set is made widely accessible to enable critical or a more comprehensive investigation. The findings identified critical attraction factors for the retention of sampled firms. It was recommended that ICT firms will need to adopt consistent range of strategies to attract and retain people with the right ICT skills, in the right place and at the right time.

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1. Introduction

Retention of high performing employees is important and is an essential component for success in an increasingly competitive and demanding environment. Today, organizations are becoming more concerned with employee retention but despite their efforts, employees still leave and this becomes worrisome. Hence, the importance of retaining and maintaining committed employees is especially critical for ICT and Accounting firms in Nigeria.

Specification Table

Subject area	Business, Management
More Specific Subject Area:	Organizational Behaviour and HRM
Type of Data	Primary data
How Data was Acquired	Through questionnaire
Data format	Raw, analyzed, Inferential statistical data
Experimental Factors	Population consisted of selected ICT and Accounting firms in Nigeria. The researcher-made questionnaire which contained data on retention strategies and employee commitment.
Experimental features	Retention of high performing employees is important and is an essential component for success in an increasingly competitive environment.
Data Source Location	Lagos, Nigeria
Data Accessibility	Data is included in this article

Value of data

- The data can be used by managers to properly make decisions that in the long-run would lead to goal attainment in the organization.
- The data can be used to enlighten managers on the importance of retention attributes and how it can be beneficial to the overall wellbeing of the organization.
- The data provides ample knowledge on how different organisational retention attributes can interact effectively by building healthy relationship and sustaining greater commitment.
- Generally, data acquired from this study would be significant for organizational goal achievement, proper building of corporate image which would in turn lead to organizational success.
- The data described in this article is made widely accessible to facilitate critical or extended analysis.

2. Data

The study is quantitative in nature and data were retrieved from staff and management of the sampled firms. The decision to elicit information from the employees and the management group was based on the fact that while employees were often in the best position to describe their real employment relationships and knowledge of retention practices as presented in Fig. 1. The study also adopted the approach recommended by Anderson and Gerbing (1998) to evaluate: (1) measurement model and (2) structural model. To demonstrate the measurement model, we used Confirmatory Factor Analysis (CFA) and the three conditions for CFA loadings indicate firstly, that all scale and measurement items are significant when it exceeds the minimum value criterion of 0.70; second, each construct composite reliability exceeds 0.80 and thirdly, each construct average variance extracted estimate (AVE) exceeds 0.50, as presented in Table 1 and Fig. 2 respectively.

The results of CFA analysis suggest that the factor loadings for all major variables range between 0.820 and 0.981. The three conditions used to assess convergent validity as suggested and recommended by Fornell and Larcker [4] and Bagozzi and Yi (1988) were met. Details of the results are

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