

An Empirical Study of the **Impact of HR Practices on Employee Satisfaction and Employee Retention:** The Case of AASTMT

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Abstract- Employee satisfaction and loyalty is one of the most important challenges that Educational sector is facing in current competitive market. The main purpose of study is to find the relationship between three HR practices i.e. compensation, empowerment and appraisal system and employee satisfaction & loyalty in the Education private sector of Egypt. For this purpose, *The Arab Academy for Science and Technology and Maritime Transport (AASTMT) has been chosen as one of the biggest learning institutions in Egypt. Accordingly, a questionnaire was distributed 140 employees at the Arab Academy for Science and Technology (AAST) in Egypt, which are the full list of employees at the College of Management and Technology. Data collected was statistically analyzed using SPSS and the findings revealed interesting conclusions and could be used as a road map for employers on how to promote knowledge sharing inside organizations.* Statistical software SPSS 17 has been used for validity, reliability, and correlation and regression analysis. Employee compensation is found to be most important factor for creating satisfaction among employee while employee empowerment is found to be significant factor for developing employee loyalty. Theoretical and managerial implications along with limitations for future research have also been discussed.

Key words: Employee Empowerment Employee Compensation Appraisal System Employee Satisfaction Employee Loyalty Egypt