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## Influence Of Employee Integration, and Maintenance and Motivation on Employee Retention in the UAE Public Sector – Moderation of Technology and AI Adoption

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### ABSTRACT

This empirical quantitative study aimed to investigate the influence of employee integration, maintenance and motivation, and technology and AI adoption on employee retention in the UAE Abu Dhabi police force, and the moderation effects of technology and AI adoption on the relationships between employee integration and employee retention, and between maintenance and motivation and employee retention. The resource-based view theory was used to provide theoretical support for the proposed conceptual framework, which included four variables: employee integration, maintenance and motivation, technology and AI adoption, and employee retention. The data was collected using printed questionnaires from 371 employees and analysed using structural equation modelling. The results showed that employee integration, maintenance and motivation, and technology and AI adoption were all significant predictors of employee retention in the UAE Abu Dhabi police force. The moderation effects of technology and AI adoption on the relationships between employee integration and employee retention, and between maintenance and motivation and employee retention were not significant. The study recommends that the UAE Abu Dhabi police force invest in employee integration, maintenance and motivation, and technology and AI adoption to improve employee retention. Further research is needed to investigate the relationship between technology and AI adoption and employee retention in more detail.

*Keywords: Employee Retention, Employee Integration, Maintenance and Motivation, Technology Adoption, PLS-SEM*