How do Human Capital Planning and Employee Development Relate with Employee Retention in High Educational Institutions in Sokoto State?

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***Abstract*— Human capital planning is one area that has witnessed spurred development lately. Organizations regardless of motive are getting more flat and relaxed by moving far away from the known hierarchical systems. The central theme of human capital planning (HCP) is to work out modalities that will favor both the employer and employee. This paper used academic staff in higher educational institutions (HEI's) and examined the relationship among HCP, employee development and employee retention. The views of 416 respondents were analyzed using SmartPLS 2.0. It was revealed that two out of the three hypotheses were proven and there were no enough evidence to support one. The paper recommends that employee development should be revisited and accorded a requisite modification that will serve as a morale booster and more or less a retention strategy in HEI's in Sokoto State, Nigeria.**

***Keywords:* Human Capital Planning, Employee Retention, Employee Development**

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