



A study on employee retention policies on organization productivity in Sumul.

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Abstract

This examination is an endeavor to explore the representatives' maintenance policies on association profitability in the sumul at the surat. This study focuses on the primary data and secondary data, which has been collected through closed ended questions. The collected data has been examined and evaluated through frequency test and T- Test, SPSS. Representative maintenance can be spoken to by a straightforward measurement for instance, a consistency standard of 80% typically shows that an association kept 80% of its workers in given period. Be that as it may, many consider representative maintenance as identifying with the endeavors by which bosses endeavor to hold the representatives in their workforce. Employee - a person usually below the executive level who is hired by another to perform a service especially for wages or salary and is under the other's control see also respondent superior compare independent contractor. Retention - the ability to keep or hold. If you have extraordinary powers of retention, you hear or learn.

Keywords: Employee Retention, Satisfaction

INTRODUCTION

Retaining employees is an important goal of every organization. Representative's maintenance alludes to the capacity of an association to hold its workers. Representative maintenance can be spoken to by a straightforward measurement. Nonetheless, many consider representative maintenance as identifying with the endeavour's by which businesses endeavor to hold the representatives in their workforce. Why we need to retaining employees? Holding talented workers is imperative to the achievement of a business. A high pace of

representative turnover can bring about lost information and aptitudes, and can adversely affect an organization's main concern.

The expense of losing a worker incorporates lost profitability, yet in addition the cost of enrolling, choosing, and preparing another representative. Some of the factors affecting retention include: Pay is the all out money and non-money installments that you provide for a worker in return for the work they accomplish for your business. It is normally perhaps the greatest cost for organizations with representatives. Remuneration is in excess of a representative's normal paid wages. Great initiative, a great head utilizes sympathy to see the requirements of those they leads and to choose a strategy that is of most prominent advantage to the individual and the group. Challenge and fulfilling job responsibilities and Positive relationships with immediate supervisors and co-workers. Recognition is ways to make those you work beside feel valued and appreciated for their work.

OBJECTIVE OF THE STUDY

The objective of the research aims to understand various strategies of employee retention polices on organization productivity. To study factors affecting employee retention policies on productivity. To study factors affecting employee retention policies on productivity.

RESEARCH METHODOLOGY

A research is conducted to know the employee retention polices on organization productivity in SUMUL INDUSTRY. The Research design of study is done though using questionnaire. Descriptive research design has been used to describe and explain the research objective. Both of the primary as well secondary sources of data are used for this research. Primary data has been collected through survey technique and questionnaire method and secondary data is used though different articles. Sample size for data collection was 100 respondents. Random sampling, Non-probability and convenience sampling technique was used to get samples. The questionnaires were analyzed by using SPSS software. To analyse the data frequency test and and t-test has been done. From the study it is found that majority of employees are engage in their company.

LITERATURE REVIEW

UmerAhmad, MAY 2013.Impacts of training and retention. The data are Statistical method had been analysed. To identify the influence of recognition and training and development on employee retention? As the research has shown, there is a significant impact of training on employees' retention. The research provides empirical evidence that supports the cause of training and its effect on employee retention. Researchers who examined the relationship between training and employee retention, agree that the relationship exist between these two variables. The research has proved that employees' decision to stay for a longer period of time can be influenced by trainings.

TizazuKassa3 MARCH, 2015. Employee Motivation and its Effect on Employee Retention in Ambo Mineral Water Factory. To examine the effect of reward, security and salary on employee retention? To identify the influence of recognition and training and development on employee retention? The data collection were primary data. The result of the study indicates that, employee were most motivated with the reward motivational factors. However, employees were less motivated with training and development and interesting work and Working environment motivational factors.

David MwakidimiMsengeti, Dr. Joseph Obwogi, 4 APRIL,2015. Effects of Pay and Work Environment on Employee Retention: A Study of Hotel Industry in Mombasa County. The data had been collected in a Questionnaire method. To examine the effect of Pay on employee retention in the Hotel Industry in Mombasa County tourism area. From the study of the strong evidence from the findings that non-financial rewards have a stronger impact on employee retention than the traditional financial rewards points to the need for the employers in this industry to implement holistic approaches in reward management so as to ensure they develop total reward packages which to offer their employees and not focus on financial rewards alone.

K. BalajiMathimaran& Prof. Dr. A. Ananda Kumar 2017.Employee Retention Strategies – An Empirical Research. To analyze the supportive relationship between employees and management. To determine the stress level of employees in the organization. Given the growing needs for organizations to retain its best employees in the face of competition, the findings of the study suggest that certain variables are crucial in influencing the employees' decision to either leave or remain in an organization

Diwakar singh February,2019. Employee's retention with focus on recent trends. The data are primary data. Fundamentally investigation different works done in the field of representative maintenance. To feature the purposes behind representative flight and different maintenance systems followed. To feature the on-going patterns followed to hold the representatives. Representatives are the most significant resource for any association. Their commitment is enormous in the productivity and development of the organization. They bring advancement and prepares for manageable improvement for the association. We have tried to cover the relevant aspect of employee retention and also attention is paid on the new trends that are started making their presence felt in the market.

DATA ANALYSIS

Management supports for higher education

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid highly dissatisfied	5	5.0	5.0	5.0
Dissatisfied	9	9.0	9.0	14.0
Neutral	28	28.0	28.0	42.0
Satisfied	40	40.0	40.0	82.0
highly dissatisfied	18	18.0	18.0	100.0
Total	100	100.0	100.0	

The following chart is indicating the management supports for higher education. 5 percent of highly satisfied with management supports for higher education where 9 percent of respondents are dissatisfied and 40 percent of respondents are satisfied and 18 percent respondents highly satisfied and the remaining other 28 percent of respondents are choosing neutral.

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Management supports for higher education	100	3.57	1.047	.105

One-Sample Test

	Test Value = 4					
	T	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Management supports for higher education	-4.107	99	.000	-.430	-.64	-.22

H₀: employees are not satisfied management supports for higher education.

H₁: employees are satisfied management supports for higher education.

Reward and recognition

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid highly dissatisfied	4	4.0	4.0	4.0
Dissatisfied	11	11.0	11.0	15.0
Neutral	17	17.0	17.0	32.0
Satisfied	57	57.0	57.0	89.0
highly satisfied	11	11.0	11.0	100.0
Total	100	100.0	100.0	

The following chart for reward and recognition in the organization. 4 percent of respondents are highly dissatisfied with the system and 11 percent of respondents are dissatisfied with the reward and recognition strategies. Where 57 percent of respondents are satisfied and 11 percent of respondents are highly satisfied and remaining 17 percent respondents are choosing neutral.

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Rewards and recognition	100	3.60	.964	.096

One-Sample Test

	Test Value = 4					
	T	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Rewards and recognition	-4.149	99	.000	-.400	-.59	-.21

H0: employees are not satisfied reward and recognition.

H1: employees are satisfied reward and recognition.

FINDINGS

- From the respondents 40% are from 18-25 age groups, 21% are 26-35, 18% are 36-45, 15% are 46-55 & 6% are above 55 age group.
- From the respondents 20% are from ITI, 13% from Diploma holder, 57% are from bachelor & 10% are from other education background.

- Maximum respondents are satisfied with job security, helps in carrier development, management supports for higher education, rewards & recognition, promotion opportunities in the company.
- Maximum respondents are agreed with the working environment provided by the company which are employees are treated with due respect, good work done is appreciated; employee's suggestions and grievances are considered.
- Maximum respondents are satisfied with the reward and recognition system provided by the company which is performance based incentives, over time salary and yearly bonus scheme.
- Maximum respondents are influence with the factors which are salary, retirement benefits, career development, working conditions, supervision/ management, fringe benefits, recognition & reward, job security & loyalty towards the company & company image in the society.
- Maximum respondents are given rate in 1 to 5 for low salary, supervisors, negative behavior, bad work condition, low carrier growth and others.

Maximum respondents are satisfied with the leave facilities offered by the company.

CONCLUSION

This study is based on the employees' retention policy in the company. Objective of this study is on employees' retention policies on productivity and to analyze the satisfaction level of the employees with the existing retention policies practiced to the organization. When an employee is planning to quit then there are some factors that are responsible for his job change. These factors are organizational culture, social support, work - life balance, job stress, relationship with friends, management policies and career opportunities. In the writing survey it was discover that remuneration, prizes and acknowledgment assumes a job in representative inspiration which prompts worker maintenance. Correspondingly, preparing and vocation improvement was discovered spark which prompts maintenance. The work environment also plays a very important role, it was found out that employees leave job due to work environment. Organizational justices also play a pivotal role in employee retention; if organization wants to retain its employee then it has to follow fairness formula. Employee career advance aspects or promotion opportunities have significant relation with employee retention. If any employee is leaving organization then HR department should intervene and know the exact reason for leaving. Organization should aim at developing effective retention practices and policies which increase employee retention.

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