



IMPACT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON EMPLOYEE RETENTION WITH REFERENCE TO HORIZON PACKS.PVT.LTD, AT TINDIVANAM

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Abstract

Employee Retention is a complicated interest of the organization. This study stressed on Employee Retention strategies. Employees are the assets of the organization. To retain skillful and committed employees in the organization, management should take care of employee satisfaction. Find out the reasons of employee turnover and overcome this. The motive of this study is to demonstrate how employee retention is integral in this day and age, and if the organizations are not conscious to the situation and immediate actions are not taken to that outcome, what reverberation lay ahead and how they would affect the organization and the industry.

INTRODUCTION

Employee retention is the process in which the employee are encouraged to remain with the organization for the maximum period of time or until the completion of the project Employee retention is favourable for the organization as well as the employee. Employee today are different. They are not the ones who don't have favourable circumstances in hand. Once they feel dissatisfied with the existing employer or the job, they were about to choose over to the alternate job.

It is the responsibility of the employer or the job, they switch over to the next job. It is the responsibility of the employees. A good

employer should know how to attract and retain its employee.

Employee retention involves taking evaluation to encourage employees to stay in the organisation for the most period of time. Corporation is facing a loads of employee retention these days. Hiring knowledgeable people for the job he's doing, he may switch are looking for such employees. If a person is dissatisfied by the job he's doing, he may change to some other more suitable job. The top organisations are on the top because they value their employees and they know how to keep them glued to the organisations.

Employees stay and leave organisations for some reasons. The reason may be personal or professional.

Employee Retention is defined as an organisation's capacity to retain its employees. It can also be called as a process, in which the resources are motivated and encouraged to stay in an organization for a long period of time for the sustainability of the organisation. The eventual aim of employee retention is to make both the stakeholders, i.e., employees and employer happier. It expedites loyal employees sticking to the company for a longer duration, which in turn will advantage both the stakeholders.

1.1 OBJECTIVE OF THE STUDY

- To identify the prevalence of professional of horizon packs pvt. Ltd.
- To identify how retention strategy reduces employee turnover.
- To ascertain the problem of employee in the organisation.
- To identify the relation of the superior and co-ordinates with employees.
- To find the attraction factors leading employees to leave the organisation.

REVIEW OF LITERATURE

Pare and Tremblay (2018) opined in their study that employees will willing to remain in the organisations where work is stimulating and challenging, chances for advancement are high and if they feel reasonably well paid.

Sheton Karen (2018) made a study on employee development program on employee retention job satisfaction the researcher analyzed various development programs and how it had an impact on retention job satisfaction. The author used questionnaire to gather the data. It was based

on 5 point likert scale. The sampling method advocated was random sample with a population of 1012 workers in united state. Comparison methodology finally suggests that this study can be used in many ways by a variety of organisations and they survey with a positive result.

Carpitella (2018) concluded a study to examine the link between recruitment and retention. The author saw poor supervision, little direction and job expectations are the strong causes of employee turnover and he suggested that orientation practices such as meaningful direction, and alignment of job expectation make an employee to remain in the organisation.

Bogdanowicz and Bailey (2019) noted that organisations try to provide their workforce benefits and a holistic motive to stick to the current organisation and making the decision to leave the organisation difficult and pointless. It is found that the reasons for leaving and reasons for staying in the organisation often acted as inverse variables.

A study by **Kirschenbaum and Weisberg (2019)** of 477 employees in 15 firms examined employees' job destination choices as part of the turnover process. One of their main findings was that co-workers' intentions

have a major significant impact on all destination options. The more positive the perception of their co-workers desire to leave, the more employees themselves wanted to leave. The researchers suggested that a feeling about

co-workers' intentions to change jobs or workplace acts as a form of social pressure or justification on the employee to make a move.

Janet Scott (2019) made a study on retention of managers at NHS Internal market. The study aimed at identifying the relationship between length of service manager to stay with their organisation by considering 61 variables as participation in decision making, receiving feedback and their perception of feeling valued. The outcome of study was positive where most of the managers wished that they could be included for strategic decisionmaking.

RESEARCH METHODOLOGY

Research methodology is way systematically solves the research problem. It may be as a science of studying how research is done scientifically. It is necessary for the researcher to know not only the methods or techniques but also the methodology.

RESEARCH DESIGN

The pattern in which research is carried out to arrive at conclusion or to find new relationship within a particular frame-work is called research design. The pattern in which research is carried out to arrive at conclusion or to find new relationship within a particular frame-work is called research design. Research design may be grouped into various classes. Any such classification is of research design can be established.

DESCRIPTIVE RESEARCH

The major purpose of descriptive research is description of the sun affairs, as it existsal pesen . Descriptive research uses in expanding knowlestge on current issues through a process of data collection Describe studies are to describe the behavior of a sample population in a descriptive Musly, only one variable is requirest to conduct the study. The three main purpose of descriptive research are describing explaining, and validating the flidings. For example, a study conducted to know if top- level management leaders inthe 21 st century vess the moral right to receive a huge sum of money from the company prots

DATA ALYSIS & INTERPRETATION

REGRESSION ANALYSIS:

Regression analysis is a statistical method used to predict the value a dependent variable based on the value of two or more independent variables. The value being predicted is termed dependent variable because its outcome or value depends on the behavior of othervariables. The independent variables value is usually ascertained from the population or sample. This analysis makes some assumptions on the margin of error for the analysis, which needs to be checked when using the model. The most common is that, the error are independent and normally distributed. It also assumes the errors have

Model Summary

Mo del	R	R Squar e	Adjusted R Square	Std. Error of the Estimate
1	.023 ^a	.001	-.006	.499

a. Predictors: (Constant), 13.Do you agree that proper information to do job improves performance?

CONCLUSION:

The study focused on retention of employees in HORIZAN PACKS PVT LTD . The employee retention in in HORIZAN PACKS PVT LTD Being considered by the following factors compensation, growth, Support, relationship, performance ratings, awards, promotions, overall working conditions and environment, all influence whether an employee stays or leaves. Following are tip as intended to assist agencies in creating a rewarding and diverse work environment in which it can hire and retain employees who strive for excellence.

Model	Coefficients ^a			t	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
(Constant)	1.826	.153		11.896	.000
13.Do you agree that proper information to do job improves performance?	.025	.088	.023	.287	.46

a. Dependent Variable: AGE

INFERENCE:

This value indicates that 002% of the variance in decision making scores can be predicted from the variables. R-0.46 since this is very high correlated, our predicts good decision under pressure rather p

FINDINGS

The regression model predicts the dependent variable significantly well. Look at the regression row and go to the "sig". column. This indicates the statistical significance of the regression model that was run. Here, $p=0.00$ (which is less than 0.05), and indicates that, overall, the regression model statistically significantly predicts the outcome variable.

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