

A STUDY ON TECHNIQUES ADOPTED FOR EMPLOYEE RETENTION IN ELHANAN MANAGEMENT SERVICES

Submitted in partial fulfillment of the requirements for the award of
Masters of Business Administration

BY

SANTHOSH.R

Register No: 39410186



**DEPARTMENT OF BUSINESS ADMINISTRATION
SCHOOL OF MANAGEMENT STUDIES**

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119

APRIL – 2021



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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **R.SANTHOSH** Register No:**39410186** who carried out the project entitled “**A STUDY ON TECHNIQUES ADOPTED FOR EMPLOYEE RETENTION IN ELHANAN MANAGEMENT SERVICES**” under my supervision from January 2021 to March 2021.

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DECLARATION

I **SANTHOSH.R** Register No: **39410186** here by declare that the Project Report entitled **A Study On Techniques Adopted For Employee Retention In Elhanan Management Services** done by me under the guidance of **Dr.M. JOHN BRITTO**, and **Mr.V.BALAMURUGAN** at **ELHANAN MANAGEMENT SERVICE No:54 5th cross street vijaya bank colony main road, banaswadi Bangalore-56043** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

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ABSTRACT

The research titled on “A Study On Techniques Adopted For Employee Retention In Elhanan Management Services” Chennai was conducted. Employee retention is the systematic effort to retain the current employees by providing best policies and to recognize various expectations of the employees. The challenge is not only to attract the talented employees and to retain them. The objective of the study is to analyze the organizational factors influencing the employee retention and to find individual factors leading employees to leave the organization and to examine the necessary conditions to retain the employees. The study has done through descriptive research method and the collection of primary data has done through single cluster sampling method under probability sampling method. The research design followed in this study is descriptive research. Questionnaire is used to collect primary data and conceptual review is used for secondary data collection through books, websites. The data is to be analyzed with percentage analysis, chi square & one sample run test and interpretation will be followed. From the study, the findings shows that the respondents are not satisfied with compensation benefits & working environment, the employees feel that their work load is high. The company can implement better working environment to the employees; they can provide proper job rotation to motivate them. Provide flexible work schedule to the employees.

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CHAPTER 1

1.1INTRODUCTION

Effective employee retention is a systematic effort by employers to create and foster an environment that encourages current employees to remain employed by having policies and practices in place that address their diverse needs Retention of key employees is critical to the long term health and success of any organization.

It is a known fact that retaining your best employees ensures customer satisfaction, increased product sales, satisfied colleagues and reporting staff, effective succession planning and deeply imbedded organizational knowledge and learning. Employee retention matters as organizational issues such as training time and investment, lost knowledge, insecure employees and a costly proposition for an organization.

Various estimates suggest losing a middle manager in most organizations costs up to five times of his salary. Whenever the economy picks up, it will have positive impact on the job market resulting in more employment options. This would lead to high turnover rates. As more and more organizations pass through rapidly changing complex business environment, their employees feel uncertain about the future. The rules of the game keep changing. The expectations of the management goals and priorities change very often.

This would put heavy pressure on the employees which leads to increased stress, demoralization, and absenteeism, decreased productivity, this all will affect the rate of employee retention. Since people are the most valuable assets, losing them costs money to the organization. Surprisingly, many companies do not make any effort to reduce employee turnover or find out why employees leave and most of them do not rely on any resources to why employee leave.

Companies increasingly finding it difficult to retain talents. Attracting the best talent is one part where as retaining them is another challenge Employee retention is simple to understand, but at the same time it can be difficult to achieve. Knowing what employees want and need is a step in the right direction.

Managers must acknowledge and accept that they are accountable for managing the factors within their control to help to retain their most valued employees. Intelligent employees always realize the importance of retaining the best talent. Retaining talent has been so important in the Indian scenario. However, there is no dearth of opportunities for the best in the business, or even for the second or the third best. Retention of key employees and treating attrition troubles has never been so important to companies.

In an intensely competitive environment, where HR managers are poaching from each other, organizations can either hold on to their employees tight or lose them to competition. Gone are the days, when employees would stick to an employer for years for want of a better choice. Now, opportunities abound. It is a fact that, retention of key employees is critical to the long term health and success of any organization. The performance of employees is often linked directly to quality work, customer satisfaction, and increased product sales and even to the image of a company.

Whereas the same is often indirectly linked to, satisfied colleagues and reporting staff, effective succession planning and deeply embedded organizational knowledge and learning. Employee retention matters as organizational issues such as training time and investment, costly candidate search etc., are involved.

1.2 INDUSTRY PROFILE

A company's popularity dictates its growth and potential. For this reason, ensuring that marketing and advertisement are upfront is necessary. So, use this ready-made and high-quality Construction & Building Company Template today. This excellent and exceptional template is even available in Microsoft Power point, Apple Keynote, and Google Slides file formats so you can be sure that you are versatile and ever moving. With the use of this template, you ensure that your company will be marketed and advertised in the right way. So go on! Download this 100% customizable, editable, downloadable, and printable template today and take your company's business on a higher level.

Human resources specialists are responsible for recruiting, screening, interviewing and placing workers. They may also handle employee relations, payroll, benefits, and training. Human resources managers plan, direct and coordinate the administrative functions of an organization. They oversee specialists in their duties; consult with executives on strategic planning, and link a company's management with its employees. HR specialists tend to focus on a single area, such as recruiting or training.

HR generalists handle a number of areas and tasks simultaneously. Small companies will typically have one or two HR generalists on staff, while larger ones may have many devoted to particular areas and services.

Some typical daily tasks for an HR worker include. Consult with employers to identify needs and preferred qualifications .Interview applicants about their experience, education and skills. Contact references and perform background checks .Inform applicants about job details such as benefits and conditions.

Hire or refer qualified candidates. Conduct new employee orientations. Process paperwork. since 1916, we have been strongly committed to providing our customers with the highest level of service in the building and construction markets. Building and maintaining relationships with our customers is at the heart of our business and we have a planning and management style that is consultative and systematic.

We believe in a proactive approach to all aspects of our business, but in particular to quality, safety and delivery. By getting this right, we give our customers confidence and peace of mind during the process of planning, design and construction. The hands-on responsibilities and team approach of company directors Michael Braggins, Martin Stephens, Bruce Earby and Russell Mancer underpin our organisation with a powerful and proven synergy.

We directly employ the largest and most experienced construction team in Taranaki and we have the ability to deliver any scale of construction project.

Because we employ our own qualified tradesmen and apprentices we are better able to maintain high standards of quality, safety and delivery. To support these staff we have a team of construction management professionals that includes experienced and qualified quantity surveyors, project managers and a dedicated full-time health & safety professional.

We are committed to the future of our industry and training is regularly undertaken externally and within our business activities. We encourage the next generation of builders through the Gateway programme and we engage with our community by supporting the Taranaki Health Foundation, the Taranaki International Arts Festival, Sport Taranaki, the Methanex Maths Spectacular and various other organisations and sporting groups. Clelands is also a long time Registered Master Builder.

The evolution of Indian construction industry has followed the same general pattern as happened in other countries, initially founded by the government and slowly taken over by small and big enterprises. During execution of Bhakra Nangal dam Indian government realised need of professional competence in the field of construction and the first professional consultancy company National Industrial Development Corporation (N I D C) was established in the public sector in 1954 .Subsequently a number of speciality companies in design and Construction came into existence like Indian Railways Construction Limited (IRCON),National Building Construction Corporation (N B C C),Rail India Transport and Engineering Services (R I T E S),Engineers India Limited(E I L) and in private M N Dastur &Co.Hindustan Construction Company are the

name worth to be mentioned. In late sixties government allowed foreign collaborations in these services .The guidelines for such collaboration were prepared and issued in 1968 with binding that local consultant would be the principal contractor in such collaborations .The objective behind such binding was to develop indigenous design capabilities comparable to in flown foreign technology and skills. The outcome of this strategy was establishment of joint ventures in India.Total construction work can be divided into two broad categories viz. public and private.

The public projects i.e. whose direct beneficiary will be the public, is usually handled by the government, of course govt. get it done by any contractor or by construction company by awarding the work through bids and tenders. It is public money or any financial aid or loan from agencies like World Bank, that is spent. Dams, Bridges, Canals, Metro Rail, Power Projects, DUDA,SUDA are typical examples of public projects.

Private projects like house of an individual or construction of a factory, a nursing home, hotel or project in which taxpayer's money is not involved can be categorised as a private project. Frankly speaking profit motive is always there in most of the private projects.

In private projects, capital outlays are less as compared to public projects.

Secondly in Indian working environment one cannot afford delay in private projects but cost over runs and delays in public projects are an everyday phenomenon in India.Total construction work can be divided into two broad categories viz. public and private.

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1.3COMPANY PROFILE

Elhanan Management Services Private Limited is a non-govt company, incorporated on 01 Nov, 2013. it's a private unlisted company and is classified as 'company limited by shares' 'company's authorized capital stands at Rs 1.0 lakhs and has 100.0% paid-up capital which is Rs 1.0 lakhs. Elhanan Management Services Private Limited last annual general meet (AGM) happened on 29 sep, 2017. the company last updated its financials on 31 mar, 2017 as per ministry of corporate affairs(MCA). Elhanan Management Services Private Limited is majorly in construction management business from last 7 years and currently, company operations are active. Current board members & directors are Prasad Varughese and Koilpillai Joseph Davaraj. Company is registered in Bangalore (Karnataka) Registrar Office. Elhanan Management Services Private Limited registered address is 54, 5th cross, Vijaya Bank Colony Road, Banaswadi, Bangalore Kanataka 560043.

1.3.1 COMPANY PROFILE TABLE

CIN	U45200KA2013PTC071650
Date of Incorporation	01 Nov, 2013
Status	Active
Company Category	Company limited by Shares
Company Sub-category	Non-govt company
Company Class	Private
Business Activity	Construction
Authorized Capital	1.0 lakhs
Paid-up Capital	1.0 lakhs
Paid-up Capital %	100.0
Registrar Office City	Bangalore
Registered State	Karnataka
Registration Number	71650
Registration Date	01 Nov, 2013
Listing Status	Unlisted
AGM last held on	29 Sep, 2017
Balance Sheet last updated on	31 Mar, 2017

1.4 NEED OF THE STUDY

- This study focus on employee retention strategies as a predictor of company performance rather than technology and also the extent to which people value, enjoy and believe in what they do.
- This study also focus on employee turnover and causes for the same.
- It also examines the future growth and employee value proposition.

1.5 SCOPE OF THE STUDY

- The study is to determine the factors influencing retention of employees in the organization.
- These researches also determine the nature of retaining employees in order to make the employees to feel comfort.
- To motivate the employees to continue to work in the same organization with full interest and hence provide the results to the company it wanted.

1.6 OBJECTIVE OF THE STUDIES

Primary objective:

- To study the employee retention strategies adopted in Elhanan Management Services Chennai.

Secondary objective:

- To study the organizational factors influencing employee retention strategies
- To find the individual factors leading employees to leave the organization
- To examine the necessary conditions to retain the employees

1.7 LIMITATIONS OF THE STUDY

- The study was carried out only certain number of employees.
- At times certain employees were not accurate in their respondents.
- Time is the major constraint. Given forty five days is not sufficient to go in depth of the study.

CHAPTER 2

2.1 REVIEW OF LITERATURE

Saket Jeswani and Souren Sarkar (2008): To Examine the effect of engagement on Individual outcomes such as job effectiveness and retention. The sample size of this study was 150. (North Carolina, USA) Feeling valued -Career Development -Two Way Communication -Good Quality Line Management. To result conclude if talent engagement is not evaluated and handled as soon as possible disengaged talents will multiply and negative talent satisfaction issues can result in: Decreased Motivation.

Ologbo C. Andrewa, Saudah Sofianb (2012): The main aim is ascertaining the uncertainty about the influence of individual factors of employee engagement on work outcomes using the measures of employee engagement. The participants of this study were 104 HR officers at the Inland Revenue Board of Malaysia Employee Communication -Employee Development -Organization Commitment -Peer Support The findings of this study supported that social exchange theory (SET) can be used as a theoretical framework in understanding the construct of employee engagement and retention.

Muhammad Imran Hanif and Shao Yunfei (2013): The Implementation of talent management strategies along with HR practices helps in retaining employees for long periods of time. The sample size of 200 respondents was undertaken and the questionnaire was floated to HR managers at different levels. (Chengdu-Republic of China) Succession planning -Employer's branding -Motivation development policies - Training and development Findings of the above research that the effectiveness of a brand signal to potential employees is dependent on the consistency, clarity, credibility, and associated investments in the employer brand.

Daisy Ofosuhenekwenin, Stephen Muathe, Robert Nzulwa (2013): The study aims to determine the association between rewards and employee retention and also to Assess the influence of job satisfaction on employees' intention to stay with Vodafone Ghana. The sample size was 142 employees representing 10% of the target population. (Vodafone Limited. Ghana Employee Rewards -Recognition Programs -Job Satisfaction

-Quitting Intentions The empirical review showed that in order for organizations to do a better work in retaining employees they should understand the factors that motivate employees.

Felicity AsieduAppiah, Eric Kontor and David Asamoah (2013): The study was to identify frequently used human resource management activities in the mining industry in Ghana and their effect on employee retention The Questionnaires and interviews were used to collect data from a sample of one hundred and fifty (150) respondents. (Ghana) Training and development -Recruitment and selection Communication and information sharing -Compensation and incentive policies. Human resource management practices like Communication and Compensation were frequently practiced and evaluated within the company to access the employee retention.

Dorothea Wahyu Ariani (2013): This study tested the relationship between employee engagement, organizational citizenship behavior (OCB) and counterproductive work behavior (CWB). consisted of 507 employees (with response rate 92 %) of 550 employees from service industries. (Yogyakarta Indonesia.) Organizational citizenship behavior -Counterproductive work behavior engagement is related positively to OCB and negatively to CWB but OCB and CWB are the separate constructs. Organizationally directed OCB and CWB are different types of behavior because CWB is opposed to OCB.

Silvia Simbula and Dina Guglielmi (2013): The purpose of the present study was to examine longitudinal relationships between work engagement and mental-health problems, job satisfaction and extrarole performance. This study was conducted among 157 schoolteachers, and the time lag was of five months on average. (Italy) Work engagement -Mental-health problems -Job satisfaction -Work engagement -Job satisfaction The findings indicated that the relationships among work engagement, wellbeing and contextual performance are best explained when both causal and reversedcausal relationships are taken into account.

Salman Habib, Saira Aslam, Amjad Hussain, Sana Yasmeen, Muhammad Ibrahim (2014) :The study aims to explore the impact of organizational culture on the job satisfaction, employee's commitment and the retention of the employees in the organizations. The data was collected through questionnaire consisting of 24 questions; the sample consisted of 235 employees of different Organizations. (Punjab, Pakistan.) - Organizational Culture, -Employees, Commitment, -Employees, Retention, -Job Satisfaction The research conclude that there is positive and significant correlation among Impact of organizational culture on employees commitment, job satisfaction and employees retention.

Tangthong, Sorasak (2014): The purpose of this study is to determine the effects of human resource management (HRM) practices on employee retention in Thailand's multinational corporations (MNCs) A total of 411 managers, consisting of top management, HR leader and line manager, were examined for the study. (MNCs in Thailand) -Employee Motivation -HR Flexibility -Organizational Citizenship Behaviors - Training and Development -Compensation and Benefits Results have shown a strong correlation between HRM practices and employee retention. This proves useful to firms that aim to keep employees in their organizations for longer periods.

Madelyn Geldenhuys Karolina Laba Cornelia M. Venter (2014): The aim of the study was to investigate the relationships amongst psychological meaningfulness, work engagement and organizational commitment. The sample (n =415) consisted of working employees from various companies. (Gauteng, South Africa.) Work engagement and - Organizational commitment. Result of the study confirmed a positive relationship between psychological meaningfulness work engagement and organizational commitment.

Bruce A. Raytona& Zayne Y. Yalabika (2014): To examining and explore the link between psychological contract breach (PCB) and work engagement and by integrating job satisfaction into this exchange relationship. The Data was collected via questionnaires & survey data from 191 employees.(Specialist lending division of a UK bank) -Work engagement and psychological contract breach -Job satisfaction - Psychological The analyses of study support the hypothesized mediation of the

relationship between PCB and work engagement by job satisfaction and indicating that work engagement is more likely to occur when employees feel that their organizations are meeting their obligations.

Jackson M.E. Muhoho (2014): To reveal and assess the factors perceived by employees as forces influencing retention at the Workplace. This present study used a sample of 60 respondents drawn from ten (10) selected organizations in Tanzania. (Tanzania's public and private sector workplaces.) -Salary and Benefits -Retirement Plans -Development Opportunities The study stated that companies and employers should work hard towards achieving a highly teamed up workplace and organizations through integrating and alignment of organizational goals with individual employee.

Aerni Isa, HazrillzwarIbrahim (2014): The main objective of this paper is to understand the influence of talent management practices on employee engagement. The Sample size was 495 employees of GLCs. Systematic sampling technique was used. (Malaysia) -Employees psychological connection -Development Opportunities - Extensive work training -Comprehensive career planning Study concluded that by providing an employee with a development plan which includes structuring competencies and skills which an employee can develop would lead to increased work engagement.

Madhura Bedarkar, Deepika Pandita (2014): The study explores the concept ofThe study explores the concept of A model has been conceptualized based on these findings & Literature for this study was predominantly sourced from internet searches and use of management journal databases such as EBSCO, EMERALD, Elsevier and SCOPUS and other sources as well. -Work life balance -Leadership The study showed that employees are the key assets to any organization and if they are not given the right space and time to make a perfect blend of work and fun at workplace then the sense of dis-engagement sets in the employees.

Kimberley Breevaart, Arnold B. Bakker, Evangelia Demerouti (2014): To examining how Self-management is related to employees work engagement on a daily basis activities. 162 maternity nurses were approached to participate in the study. After five

weeks, 72 nurses filled out the questionnaires. (Saudi Arabia) -Working conditions, - Work-role fit, -Career advancement, -Job Satisfaction -Job performance -Salary Structure Finding of various studies show that employee engagement is positively related job performance, incentives/improved salaries, weekly meetings, employee core self-evaluations, employee psychological climate organizational commitment.

ManiamKaliannana, Samuel NarhAdjovu (2015) : This paper explores the strengths and weaknesses of employee engagement strategies implemented by a telecommunications organization in Ghana. A Quantitative research approach was adopted with 137 completed Respondents .(Ghana) -Work Environment -HRM Practices - Employee-Supervisor Relationship -Job Satisfaction -Organizational Culture The results captured the health of the work environment as sane and sound. With HRM practices in their most attractive package presented. The employee supervisor relationship could not go haywire.

Maqsood Haider, AmranRasli, ChaudhryShoaib Akhtar (2015): This study and examines the human resource (HR) practices that promote employee retention and engagement. The sample size of this study was 250. -Training and development - Compensation -Organization Culture -Retention Research showed that the employees feel that effective HR practices have a direct and positive relationship with employee retention .

Margaret Deery, Leo Jago(2015): This paper aims to examine the themes of talent management, work life balance (WLB) and retention strategies in the organization in hotel industry. Job satisfaction, Organizational commitment Employee retention Review conducted that updated framework that was presented suggests that employee attitudes such as job and pay satisfaction or work overload will impact on WLB as will personal dimensions such as stress and substance abuse.

Yogendra Bhattcharya (2015):Study aims to understand how satisfied officers were with their employers and employment conditions and to determine the drivers of retention in the maritime industry, and to assess if these were in line with those found in literature reviews. 220 Indian Officers in shipping & logistics industry Culture Health

&Safety Turnover Working Conditions EmpowermentStudy concluded that retention levels of officers are low with the majority not finding employment conditions conducive to long time service with their current organizations. There are many areas where ship owners and managers can improve which can increase seafarer engagement as well as their retention.

Mariyam Imna, Zubair Hassan (2015): To examine the effect of reward and compensation on employee retention and engagement. The study used a survey Questionnaires containing 30 items with Likert Scale (Disagree -1 and 5 for Agree). The sample of 254 employees from 14 retail outlets in Male' were selected using convenient sampling.(Capital city of Maldives) -HR Practices, -Career and Development, -Training and development, -Performance Appraisal, -Reward and compensation, -Health and Safety, The result of the paper showed that there is a positive and significant influence of career development on employee retention even though career development is not often practices among the organizations.

Simon L. Albrecht Arnold B. Bakker Jamie A. Gruman William H. Macey Alan M. Saks (2015): The aim of this paper is to argue in support of a model that shows how four key HRM practices focused on engagement influence organizational climate, job demands and job resources. -Engagement -Personnel selection, -Socialization, -Performance management, Training and development This result concluded that engagement provides a conceptually well developed and well-researched strategy by which competitive advantage can be achieved, developed and maintained. This paper showed that HRM content and process must be integrated effectively in order for prescriptive models of strategic HRM.

Lucia Barbosa de Oliveira, Fernanda FlôresRoitman Aguiar da Silva (2015): The study aims to evaluate the effects of high performance work systems (HPWS) and leader member exchange (LMX) quality on employee engagement and also to examine the relationship between employee engagement and turnover intention of employees. The research involved 189 employees. (Brazilian organization.) -Recruitment & selection -Training & development -Motivation and effort -Performance management, -Compensation, -Job security policy -Opportunities to contribute Results of this study

conducted in a large Brazilian non-profit organization revealed that HPWS and LMX quality were positively related to employee engagement

Marie Carasco-Saul, Woocheol Kim, Taesung Kim (2015): To Understand the relationship between leadership and employee engagement, analyzed/ synthesized the studies into integrated frameworks for the leadership– engagement relationship. This study used multiple databases encompassing 39 smaller database subsets (e.g., ABI/INFORM Complete, ProQuest Education Journals, PsycINFO, and Psyc ARTICLES) to extract as many relevant articles for the study. -Authentic leadership & Engagement -Ethical leadership & Engagement -Transformational leadership & Engagement There were four distinct instruments to measure leadership: (1) the Multifactor Leadership Questionnaire (MLQ) for transformational leadership, (2) authentic leadership using the 16-item ALQ for authentic leadership, (3) the 10-item Ethical Leadership Scale (ELS) for ethical leadership, and (4) the 20-item Conger–Kanungo Charismatic Leadership Scale for charismatic leadership was identified.

Safiah Rashid, Mohd Amy Azhar bin, MohdHarif (2015): To explore the vital factors of employee engagement and their outcomes at organizational and individual levels. Personal interview technique will constitute the methodology of this research for primary data collection. Snowball sampling technique was used. (Malaysia) Profitability Productivity Business Growth Absenteeism By identifying the critical factors of organizational level outcomes, it will help the top management of SMEs and the policymakers to optimize employee engagement and to propose well designed support programs and strategies for performance improvement in SMEs.

Dr. Hammad Alshammari (2015): To current study aims understand the scope and importance of employee engagement in various organizations and to determine the factors enhancing employee engagement level The study reviews the literatures of various past relevant research studies & conceptual points as well. (Saudi Arabia). -Co-worker Relationship -Rewards & recognition -Working conditions Work-role fit -Career advancement -Job Satisfaction The result concluded that Employee Training & development, Supervisor's support, Team & Co-worker Relationship, Rewards & recognition, Working conditions, Workrole fit.

CHAPTER— 3

RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

A research design is a matter plan specifying the methods and procedures for collecting and analyzing the needed data. It is the frame work for the research plan of action. Research design based on the descriptive research technique employing the survey method and analysis is made on this primary data collected for this projects study

3.2. SAMPLING METHOD:

Here the cluster sampling method is used to collect the data-using questionnaire.

3.3 SOURCES OF DATA:

There are two types of data collected.

Primary data:

The primary data are those, which are collected fresh for the first time and thus happen to be original in character. We collect primary data during the course of doing experiments in an experimental research. In our research, data was collected through the questionnaire method.

Secondary data:

Secondary data are those already collected by someone else. The secondary data are collected by analyzing various materials like company profiles, magazines, journals, past records, reports and websites.

3.5 SAMPLE SIZE :**Population size:**

The overall population size taken in the project is 150 above.

Sample size:

The overall sample size taken in the project is 111 respondents of employees.

3.6. PERIOD OF STUDY:

I done my project in Elhanan management services private ltd.my project period is(01st of January 2021 to 06th of March 2021).

3.7 STATISTICAL TOOL:

The statistical analysis tools used are spss for testing the hypothesis, Chi Square test in the spss tool and ANOVA in spss tool.

CHAPTER—4

DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

Table 4.1.1:age of respondents

SNO	Particulars	No.of Respondents	Percentage
1	18-25	34	30.6
2	26-35	50	45
3	36-45	24	21.6
4	45 Above	3	2.8
TOTAL		111	100

Source: Primary data:

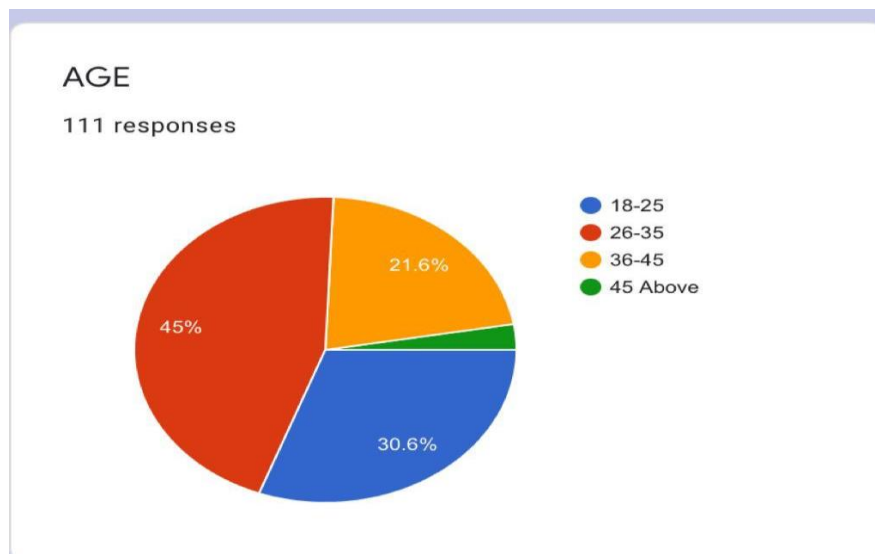


Chart 4.1.1: Age of Respondents

Interpretation:

From the above table it is interpreted that the number of respondents between 18 to 25 are 30.6%, 26 to 35 are 45%, 36 to 45 are 21.6%, 46 above are 2.8%.

Inference

Majority (46%) of the respondents fall in the age category of 26 to 35 years.

Table 4.1.2: Gender of the respondents:

SNO	Particulars	No.of Respondents	Percentage
1	Male	72	64.9
2	Female	39	35.1
TOTAL		111	100

Source: Primary data:

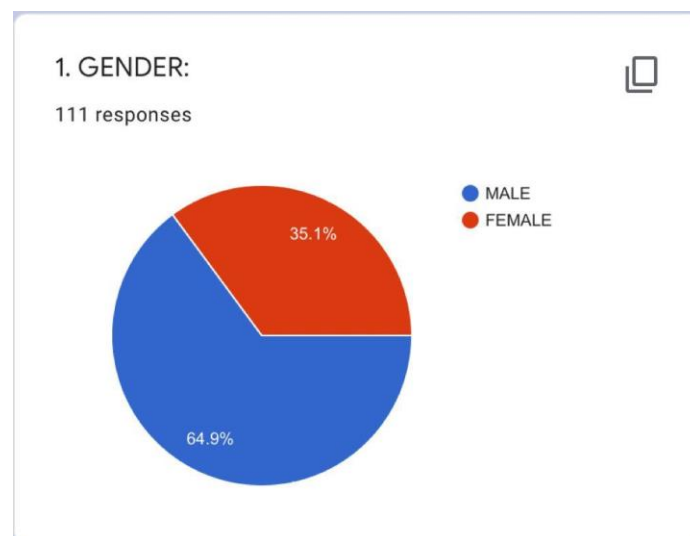


Chart 4.1.2: Gender of the respondents

Interpretation

From the above table it is interpreted that the number of male respondent are 64.9%% and female respondent are 35.1%.

Inference

Majority (64.9%) of the respondents are Male

Table 4.1.3: Qualification of the respondents:

SNO	Particulars	No.of Respondents	Percentage
1	HSC	4	3.6
2	ITI	4	3.6
3	Diploma holder	27	23.4
4	Bachelors degree	63	56.8
5	Others	13	12.6
TOTAL		111	100

Source: Primary data.

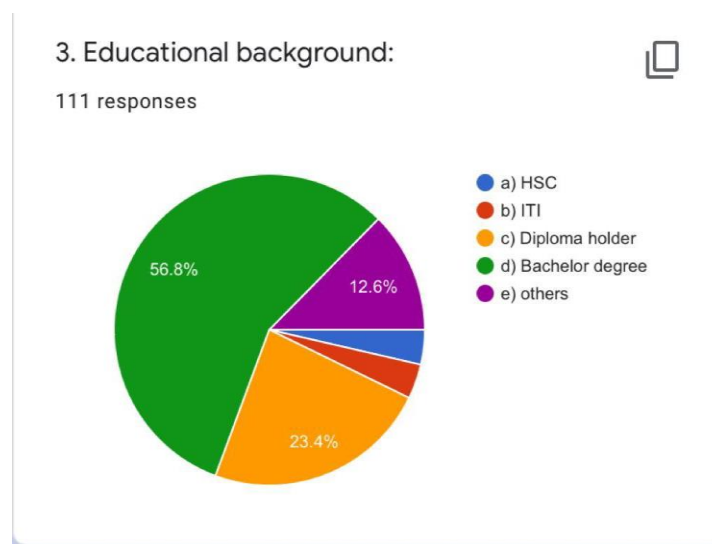


Chart 4.1.3: Qualification of the respondents

Interpretation

From the above table it is interpreted that the number of respondents HSC are 3.6%,ITI are 3.6%,Diploma holder are 23.4% then bachelors degree are 56.8% and others are 12.6%

Inference

Majority (56.8%) of the respondents are Graduate.

Table 4.1.4: Marital status of respondents

SNO	Particulars	No.of Respondents	Percentage
1	UNMARRIED	37	66.7
2	MARRIED	74	33.3
TOTAL		111	100

Source: Primary data:

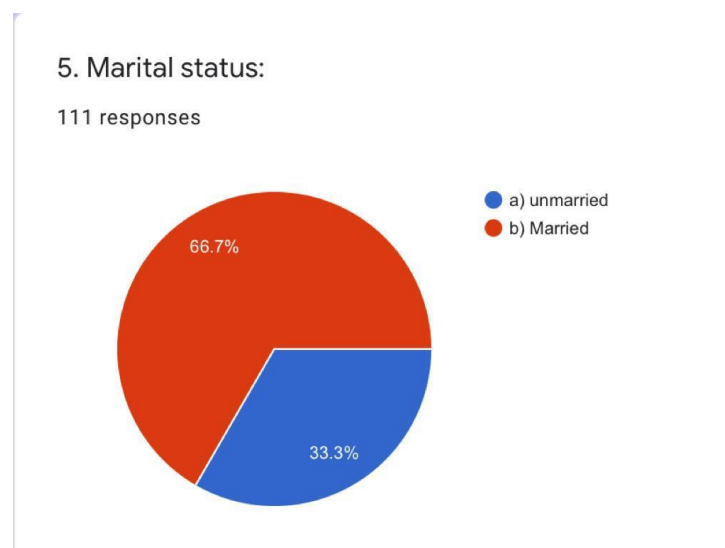


Chart 4.1.4:Marital status of respondents

Interpretation

From the above table it is interpreted that the number of unmarried respondents are 33.3% and married respondents are 66.7%

Inference

Majority (66.7%) of the respondents are married.

Table 4.1.5: Training programs conducted by your company respondents:

SNO	Particulars	No.of Respondents	Percentage
1	YES	80	72.1
2	NO	31	27.9
TOTAL		111	100

Source: Primary data:



Chart 4.1.5: Training programs conducted by your company respondents

Interpretation

From the above table it is interpreted that the number of yes are say 72.1% and No are say 27.9%

Inference

Majority (72.1%) of the respondents are say Yes.

Table 4.1.6: Job securities in your company respondents:

SNO	Particulars	No.of Respondents	Percentage
1	Very low	8	7.3
2	low	12	10.9
3	Neutral	72	64.5
4	high	12	10.9
5	Very high	7	6.4
TOTAL		111	100

Source: Primary data:

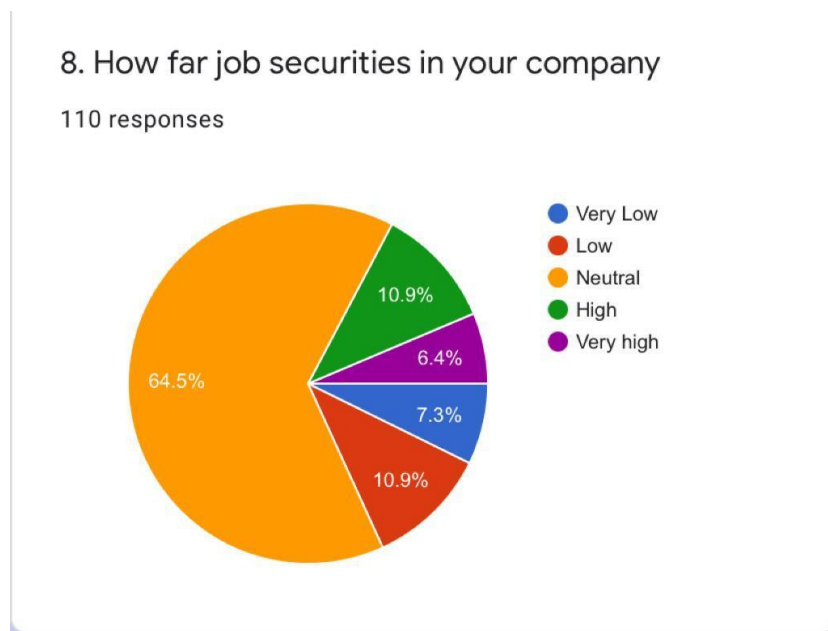


Chart 4.1.6: Job securities in your company respondents

Interpretation

From the above table it is interpreted that the number 7.3% respondents says Very low then 10.9% response says low and 64.5% says Neutral and 10.9% response says high and 6.4% respondents says very high

Inference

Majority (64.5%) of the respondents are Neutral .

Table 4.1.7: Professional development training respondents :

SNO	Particulars	No.of Respondents	Percentage
1	Strongly agree	22	19.8
2	Agree	29	26.1
3	Neutral	47	42.3
4	Disagree	9	8.1
5	Strongly disagree	4	3.7
TOTAL		111	100

Source: Primary data:

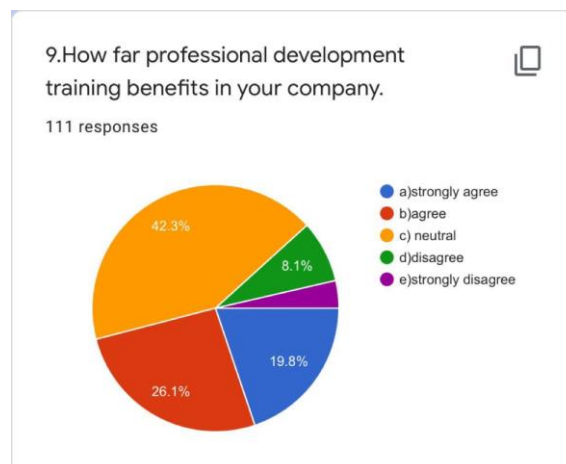


Chart 4.1.7: Professional development training respondents

Interpretation

From the above table it is interpreted that the number 19.8% respondents for strongly agree then 26.1% respondents in agree then 42.3% respondents in neutral then 8.1% respondents in disagree and 3.7% respondents for strongly agree

Inference

Majority (42.3%) of the respondents are Neutral .

Table 4.1.8: Management supports for higher education:

SNO	Particulars	No.of Respondents	Percentage
1	Strongly agree	30	26.1
2	agree	36	32.4
3	Neutral	36	32.4
4	disagree	5	4.55
5	Strongly disagree	4	4.55
TOTAL		111	100

Source: Primary data:

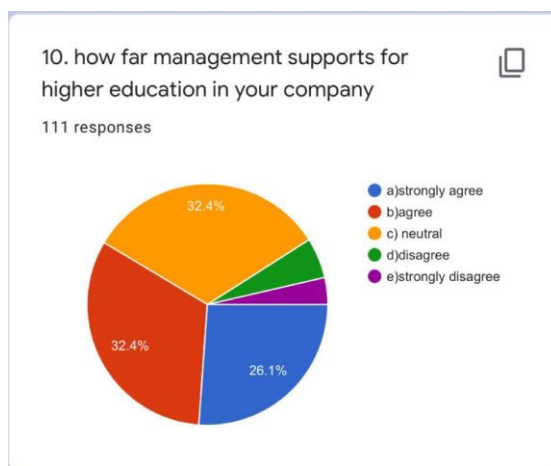


Chart 4.1.8: Management supports for higher education

Interpretation

From the above table it is interpreted that the number 26.1% respondents are strongly agree then 32.4% respondents in agree then 32.4% respondents in neutral then 4.5% respondents in disagree and 4.5% respondents for strongly agree

Inference

Majority (32.4%) of the respondents for Agree and Neutral .

Table 4.1.9: Rewards and awards respondents:

SNO	Particulars	No.of Respondents	Percentage
1	Strongly agree	30	25.2
2	agree	3	32.4
3	Neutral	69	34.2
4	disagree	3	5.4
5	Strongly disagree	6	2.8
TOTAL		111	100

Source: Primary data:



Chart 4.1.9: Rewards and awards respondents

Interpretation

From the above table it is interpreted that the number 25.2% respondents are strongly agree then 32.4% respondents are agree then 34.2% respondents are neutral then 5.4% respondents are disagree and 2.8% respondents are strongly disagree.

Inference

Majority (34.2%) of the respondents for Neutral.

Table 4.1.10: Promotion opportunities respondents:

SNO	Particulars	No.of Respondents	Percentage
1	Very likely	33	28.2
2	likely	45	40
3	Neutral	26	25.5
4	Not likely	7	6.4
TOTAL		111	100

Source: Primary data:

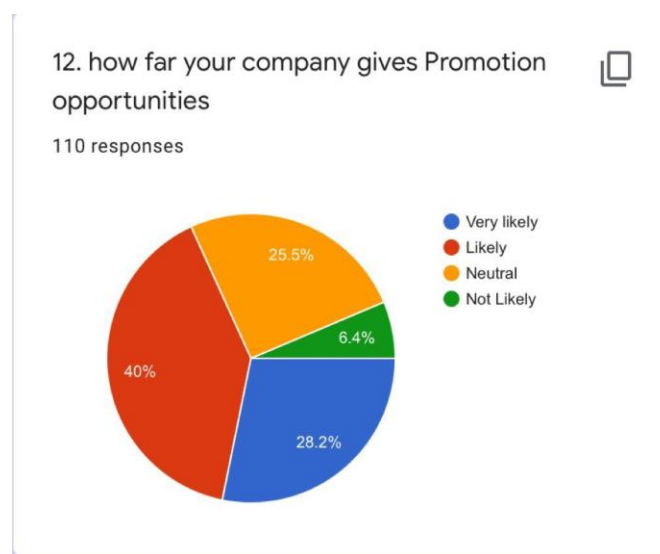


Chart 4.1.10: Promotion opportunities respondents

Interpretation

From the above table it is interpreted that the number 28.2% response very likely then 40% response likely then 25.5% response neutral and 6.4% response not likely

Inference

Majority (40%) of the respondents for likely.

Table 4.1.11: Employee are treated with due respect respondents:

SNO	Particulars	No.of Respondents	Percentage
1	Much better	23	20
2	Somewhat better	31	28.2
3	Stayed in same	44	40
4	Somewhat worse	8	7.3
5	Much worse	5	4.5
TOTAL		111	100

Source: Primary data:

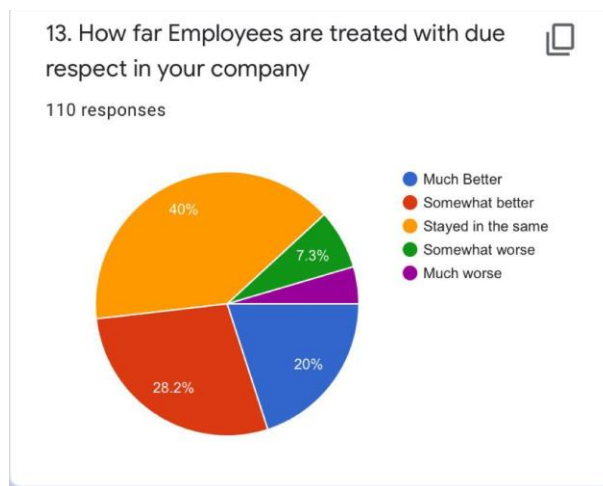


Chart 4.1.11: Employee are treated with due respect respondents

Interpretation

From the above table it is interpreted that the number 20% respondents says Much better then 28.2% respondents Some what better then 40% response 7.3% and 4.5% respondents are says much worse

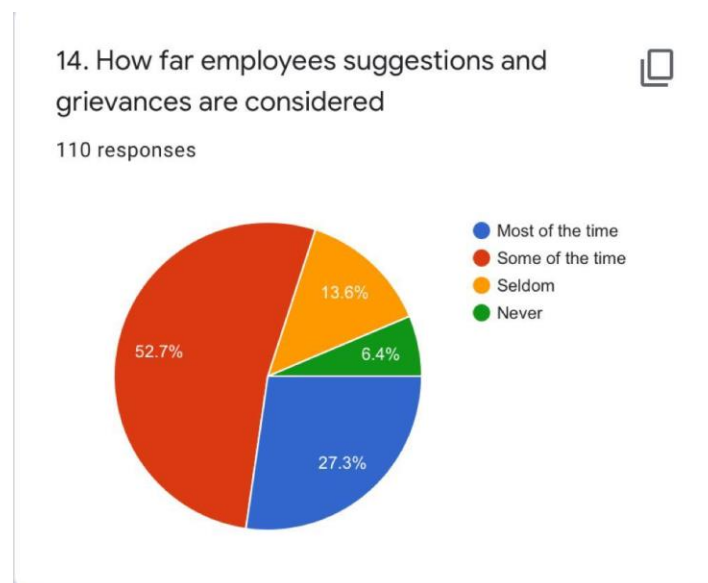
Inference

Majority (40%) of the respondents for Stayed in the same.

Table 4.1.12: Suggestion and grievances are considered respondents:

SNO	Particulars	No.of Respondents	Percentage
1	Most of the time	31	27.3
2	Some of the time	57	52.7
3	Seldom	15	13.6
4	Never	8	6.4
TOTAL		111	100

Source: Primary data:



Charts 4.1.12: Suggestion and grievances are considered respondents

Interpretation

From the above table it is interpreted that the number 27.3% Most of the time then 52.7% some of the time then 13.6% respondents seldom and 6.4% respondents never

Inference

Majority (52.7%) of the respondents for some of the time.

Table 4.1.13: Emission and fumes are controlled respondents:

SNO	Particulars	No.of Respondents	Percentage
1	Strongly agree	26	22.5
2	agree	36	34.2
3	Neutral	34	30.6
4	disagree	8	7.2
5	Strongly disagree	7	5.4
TOTAL		111	100

Source: Primary data:

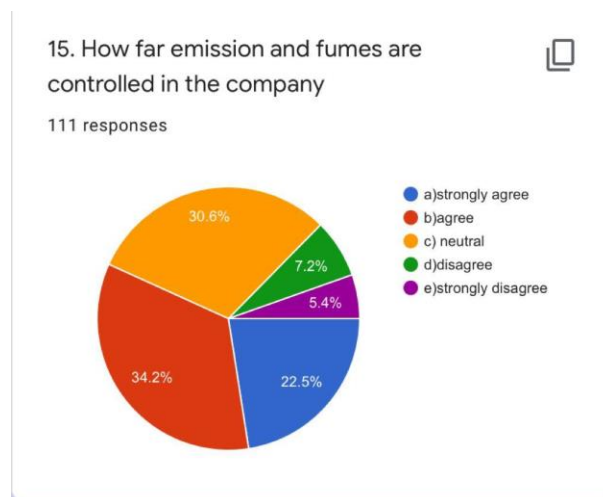


Chart 4.1.13: Emission and fumes are controlled respondents

Interpretation

From the above table it is interpreted that the number 22.5% respondents are strongly agree then 34.2% respondents are agree then 30.6% respondents are neutral then 7.2% respondents are disagree and 5.4% respondents are strongly disagree

Inference

Majority (34.2%) of the respondents for agree .

Table 4.1.14:Reward and Recognition

Table 4.1.14.Performance based incentives response

SNO	Particulars	No.of Respondents	Percentage
1	Highly Satisfied	70	63
2	Satisfied	25	22.5
3	Neutral	11	9.9
4	Dissatisfied	4	3.6
5	Highly Dissatisfied	1	0.9
TOTAL		111	100

Source: Primary data:

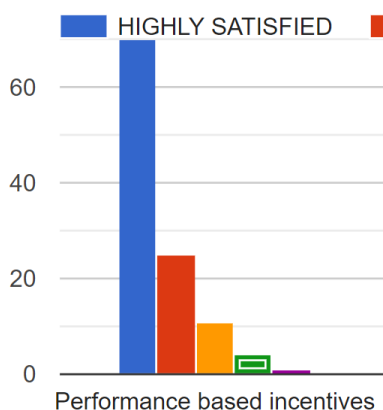


Chart 4.1.14. Performance based incentives response

Interpretation

From the above table it is interpreted that the number 63% respondents for Highly Satisfied then 22.5% respondents in Satisfied then 9.9% respondents in neutral then 3.6% respondents Dissatisfied and 0.9% respondents for Highly Dissatisfied

Inference

Majority (63%) of the respondents for Highly Satisfied

Table 4.1.14. Compensation paid for workers during layoffs or during any accidents occurring within the company are satisfactory.

SNO	Particulars	No.of Respondents	Percentage
1	Highly Satisfied	48	43.2
2	Satisfied	42	37.8
3	Neutral	13	11.7
4	Dissatisfied	5	4.5
5	Highly Dissatisfied	3	2.7
TOTAL		111	100

Source: Primary data:

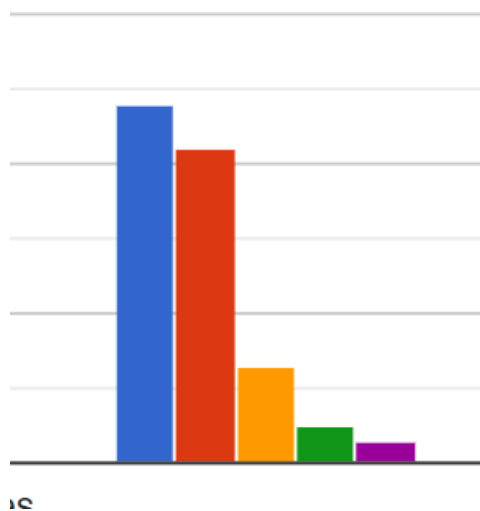


Chart 4.1.14. Compensation paid for workers during layoffs or during any accidents occurring within the company are satisfactory.

Interpretation

From the above table it is interpreted that the number 43.2% respondents for Highly Satisfied then 37.8% respondents in Satisfied then 11.7% respondents in neutral then 4.5% respondents Dissatisfied and 2.7% respondents for Highly Dissatisfied

Inference

Majority (43.2%) of the respondents for Highly Satisfied

Table 4.1.14.Over time salaryresponse :

SNO	Particulars	No.of Respondents	Percentage
1	Highly Satisfied	44	39.6
2	Satisfied	34	30.6
3	Neutral	23	20.7
4	Dissatisfied	7	6.3
5	Highly Dissatisfied	3	2.7
TOTAL		111	100

Source: Primary data:

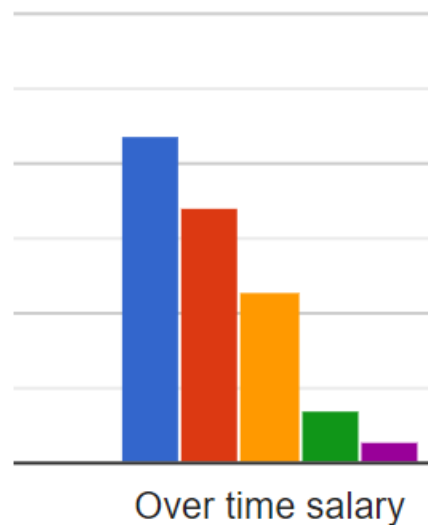


Chart 4.1.14 Over time salaryresponse :

Interpretation

From the above table it is interpreted that the number 39.6% respondents for Highly Satisfied then 30.6% respondents in Satisfied then 20.7% respondents in neutral then 6.3% respondents Dissatisfied and 2.7% respondents for Highly Dissatisfied

Inference

Majority (39.6%) of the respondents for Highly Satisfied

Table 4.1.14.Salary response:

SNO	Particulars	No.of Respondents	Percentage
1	Highly Satisfied	37	33.3
2	Satisfied	37	33.3
3	Neutral	25	22.5
4	Dissatisfied	8	7.2
5	Highly Dissatisfied	4	3.6
TOTAL		111	100

Source: Primary data:

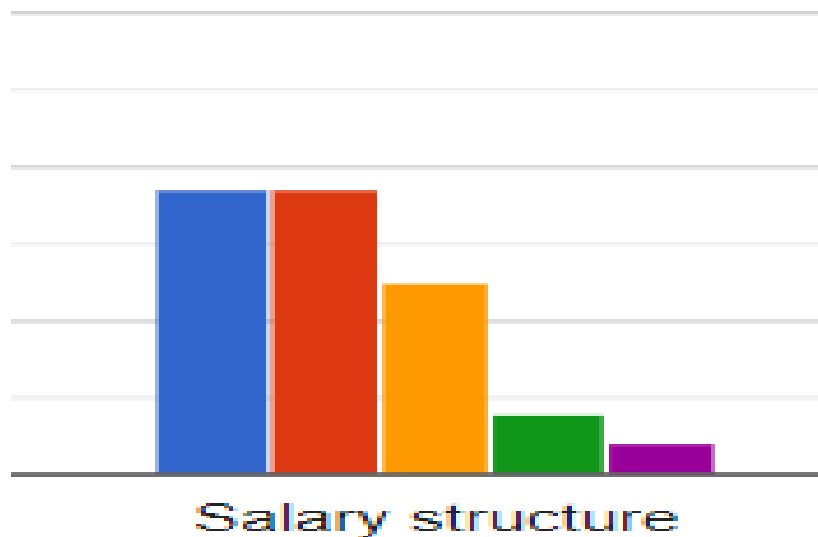


Chart 4.1.14:Salary structure response

Interpretation

From the above table it is interpreted that the number 33.3% respondents for Highly Satisfied then 33.3% respondents in Satisfied then 22.5% respondents in neutral then 7.2% respondents Dissatisfied and 3.6% respondents for Highly Dissatisfied

Inference

Majority (33.3%) of the respondents for Highly Satisfied and satisfied .

Table 4.1.14.5:Yearly bonus scheme response

SNO	Particulars	No.of Respondents	Percentage
1	Highly Satisfied	37	33.3
2	Satisfied	38	34.2
3	Neutral	19	17.1
4	Dissatisfied	6	5.4
5	Highly Dissatisfied	11	9.9
TOTAL		111	100

Source: Primary data:

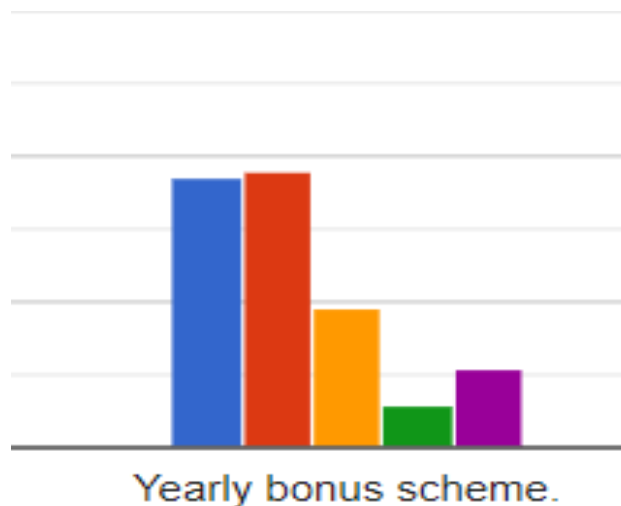


Chart 4.1.14.:Yearly bonus scheme response

Interpretation

From the above table it is interpreted that the number 33.3% respondents for Highly Satisfied then 34.2% respondents in Satisfied then 17.1% respondents in neutral then 5.4% respondents Dissatisfied and 9.9% respondents for Highly Dissatisfied

Inference

Majority (34.2%) of the respondents for satisfied .

Table 4.1.15 :The following factor that influenced you to remain in the organization response

Table 4.1.15.:How do you rate for Salary respondents:

SNO	Particulars	No.of Respondents	Percentage
1	Highly Satisfied	36	32.4
2	Satisfied	36	32.4
3	Neutral	25	22.5
4	Dissatisfied	10	9
5	Highly Dissatisfied	4	3.6
TOTAL		111	100

Source: Primary data:

How do you rate for Salary

111 responses

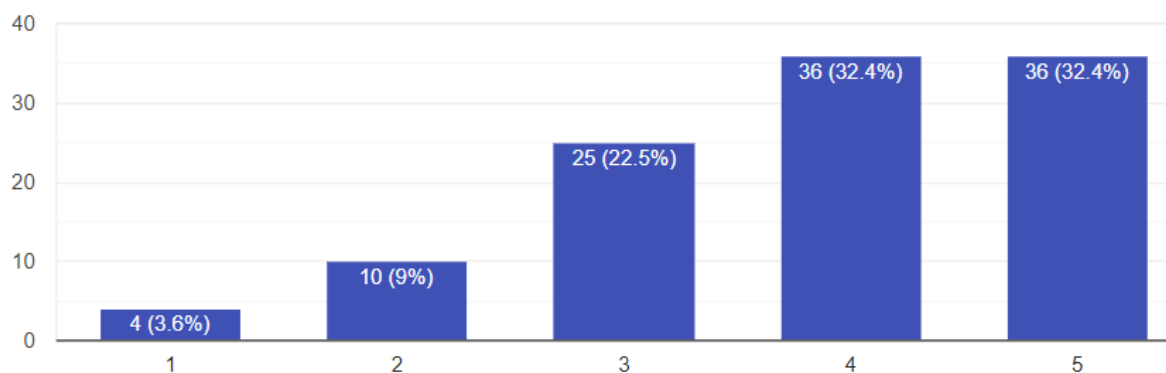


Chart 4.1.15.:How do you rate for Salary respondents

Interpretation

From the above table it is interpreted that the number 32.4% respondents for Highly Satisfied then 32.4% respondents in Satisfied then 22.5% respondents in neutral then 9% respondents Dissatisfied and 3.6% respondents for Highly Dissatisfied

Inference

Majority (32.4%) of the respondents for highly satisfied and satisfied.

Table 4.1.15.:How do you rate for Retirement benefit respondents:

SNO	Particulars	No.of Respondents	Percentage
1	Highly Satisfied	33	29.7
2	Satisfied	35	31.5
3	Neutral	27	24.3
4	Dissatisfied	8	7.2
5	Highly Dissatisfied	8	7.2
TOTAL		111	100

Source: Primary data:

How do you rate for Retirement benefit

111 responses

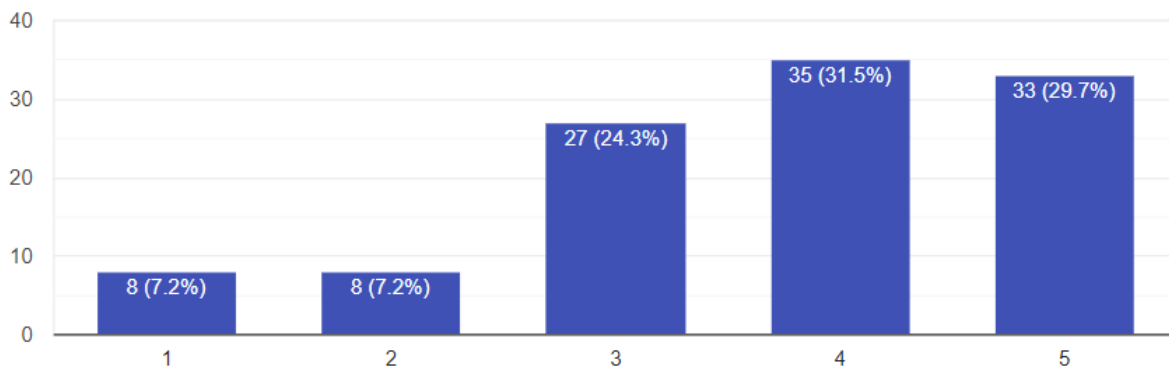


Chart 4.1.15.:How do you rate for Retirement benefit respondents:

Interpretation

From the above table it is interpreted that the number 29.7% respondents for Highly Satisfied then 31.5% respondents in Satisfied then 24.3% respondents in neutral then 7.2% respondents Dissatisfied and 7.2% respondents for Highly Dissatisfied

Inference

Majority (31.5%) of the respondents are satisfied.

Table 4.1.15.:How do you rate for Career development

SNO	Particulars	No.of Respondents	Percentage
1	Highly Satisfied	35	31.5
2	Satisfied	25	22.5
3	Neutral	36	32.4
4	Dissatisfied	13	11.7
5	Highly Dissatisfied	2	1.8
TOTAL		111	100

Source: Primary data:

How do you rate for Career development

111 responses

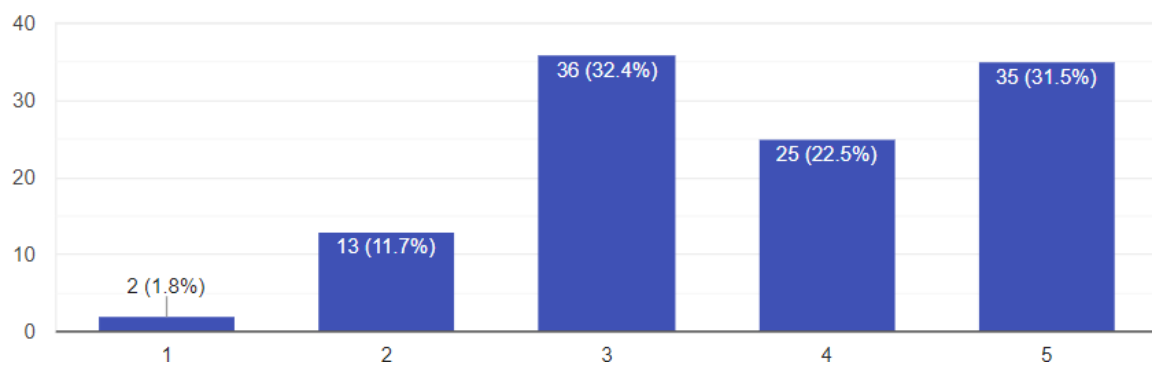


Chart 4.1.15:How do you rate for Career development

Interpretation

From the above table it is interpreted that the number 31.5% respondents for Highly Satisfied then 22.5% respondents in Satisfied then 32.4% respondents in neutral then 11.7% respondents Dissatisfied and 1.8% respondents for Highly Dissatisfied

Inference

Majority (32.4%) of the respondents are neutral .

Table 4.1.16: Support the work system respondents:

SNO	Particulars	No.of Respondents	Percentage
1	Strongly agree	36	32.4
2	Agree	28	26.1
3	Neutral	37	33.3
4	disagree	8	6.3
5	Strongly disagree	2	1.9
TOTAL		111	100

Source: Primary data:

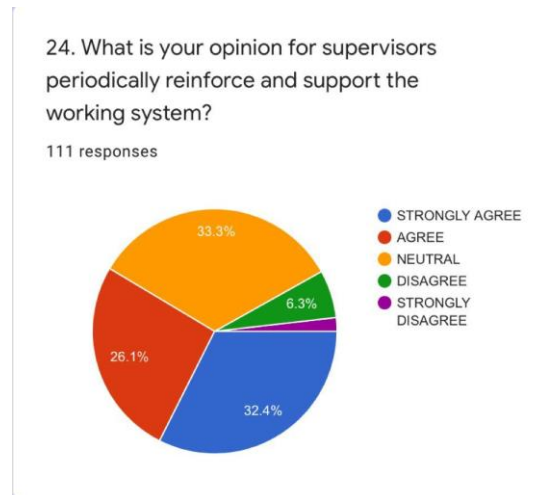


Chart 4.1.16: Support the work system respondents

Interpretation

From the above table it is interpreted that the number 32.4% respondents for strongly agree then 26.1% respondents in agree then 33.3% respondents in neutral then 6.3% respondents in disagree and 1.9% respondents for strongly disagree

Inference

Majority (33.3%) of the respondents for Neutral .

Table: 4.1.17 Responsibility and authority response:

SNO	Particulars	No.of Respondents	Percentage
1	Strongly agree	46	41.4
2	Agree	34	29.7
3	Neutral	22	21.6
4	disagree	4	3.6
5	Strongly disagree	5	3.6
TOTAL		111	100

Source: Primary data:

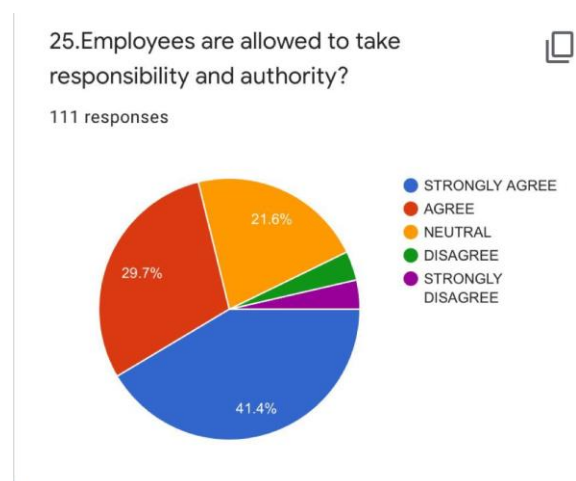


Chart : 4.1.17 Responsibility and authority response

Interpretation

From the above table it is interpreted that the number 41.4% respondents for strongly agree then 29.7% respondents in agree then 21.6% respondents in neutral then 3.6% respondents in disagree and 3.6% respondents for strongly disagree

Inference

Majority (41.4%) of the respondents for strongly agree.

Table 4.1.18 Work environment respondents:

SNO	Particulars	No.of Respondents	Percentage
1	Strongly agree	40	36
2	Agree	38	33.3
3	Neutral	28	26.1
4	disagree	3	4.8
5	Strongly disagree	2	4.4
TOTAL		111	100

Source: Primary data:

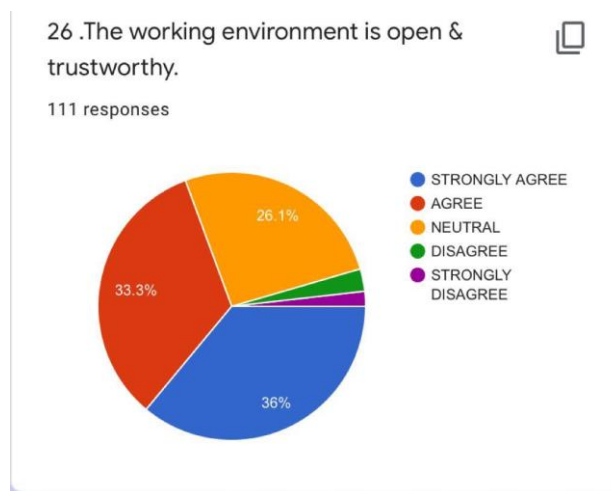


Chart 4.1.18 Work environment respondents:

Interpretation

From the above table it is interpreted that the number 36% respondents for strongly agree then 33.3% respondents in agree then 26.1% respondents in neutral then 4.8% respondents in disagree and 4.4% respondents for strongly disagree

Inference

Majority (36%) of the respondents for strongly agree.

Table 4.1.19:Morale in the company is high respondents:

SNO	Particulars	No.of Respondents	Percentage
1	Strongly agree	38	34.2
2	agree	37	32.4
3	Neutral	27	25.2
4	disagree	6	5
5	Strongly disagree	3	3.2
TOTAL		111	100

Source: Primary data:

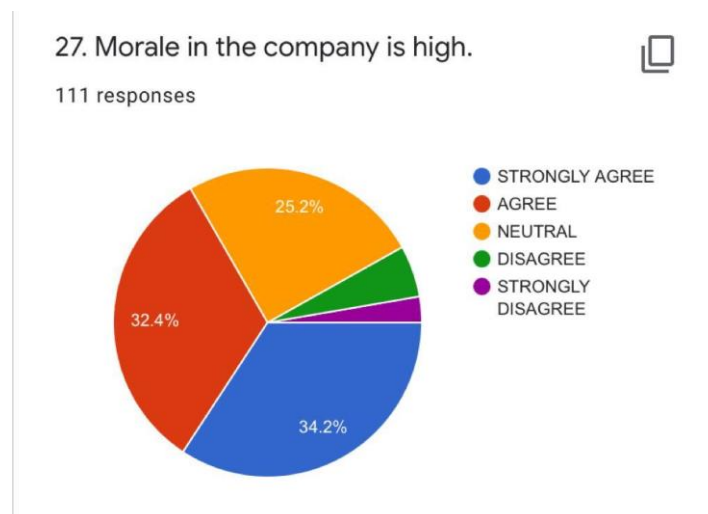


Chart4.1.19:Morale in the company is high respondents

Interpretation

From the above table it is interpreted that the number 34.2% respondents for strongly agree then 32.4% respondents in agree then 25.2% respondents in neutral then 5% respondents in disagree and 3.2% respondents for strongly disagree

Inference

Majority (34.2%) of the respondents for strongly agree.

Table 4.1.20: Workers participation in management activities respondents:

SNO	Particulars	No.of Respondents	Percentage
1	Strongly agree	35	31.5
2	agree	43	37.8
3	Neutral	24	22.5
4	disagree	7	6.3
5	Strongly disagree	2	1.9
TOTAL		111	100

Source: Primary data:

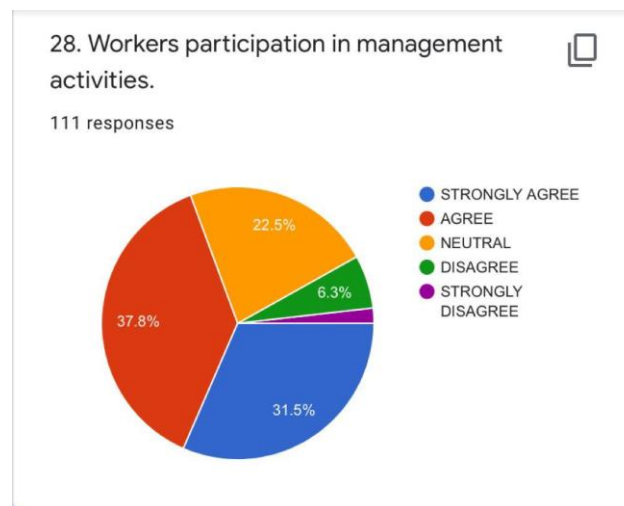


Chart 4.1.20: Workers participation in management activities respondents

Interpretation

From the above table it is interpreted that the number 31.5% respondents for strongly agree then 37.8% respondents in agree then 22.5% respondents in neutral then 6.3% respondents in disagree and 1.9% respondents for strongly disagree

Inference

Majority (34.2%) of the respondents for strongly agree.

Table 4.1.21 Leave facilities offered by the company respondents:

SNO	Particulars	No.of Respondents	Percentage
1	Strongly agree	33	29.7
2	agree	40	35.1
3	Neutral	26	23.4
4	disagree	10	9
5	Strongly disagree	2	2.8
TOTAL		111	100

Source: Primary data:

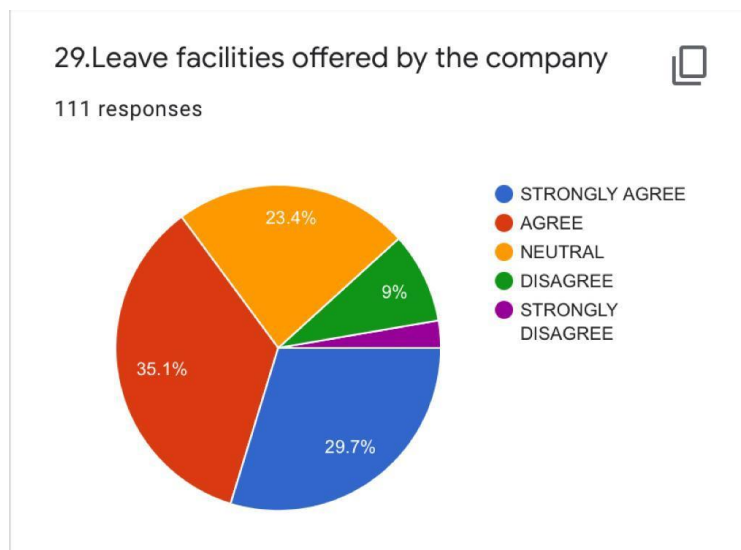


Chart 4.1.21 Leave facilities offered by the company respondents

Interpretation

From the above table it is interpreted that the number 29.7% respondents for strongly agree then 35.1% respondents in agree then 23.4% respondents in neutral then 9% respondents in disagree and 2.8% respondents for strongly disagree

Inference

Majority (35.1%) of the respondents for agree.

4.2 Chi-square

Table 4.2.1: Table showing the age and employee retention:

Null hypothesis (Ho)

There is no association between age and employee retention in the organization.

Alternate hypothesis(H1)

There is association between age and employee retention in the organization.

AGE * EMPLOYEE RETENTION Cross tabulation

Count

		EMPLOYEE RETENTION															Total
		1.0	1.2	1.4	1.6	1.8	2.0	2.2	2.4	2.6	2.8	3.0	3.2	3.6	3.8	4.0	
AGE	1	4	0	1	1	5	4	3	4	2	2	6	1	0	1	0	34
	2	12	0	1	5	4	7	2	8	0	5	3	0	2	0	1	50
	3	7	2	1	3	0	2	1	0	0	2	3	1	0	2	0	24
	4	1	0	0	0	0	1	0	0	0	0	1	0	0	0	0	3
Total		24	2	3	9	9	14	6	12	2	9	13	2	2	3	1	111

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	41.765 ^a	42	.481
Likelihood Ratio	48.278	42	.234
Linear-by-Linear Association	1.612	1	.204
N of Valid Cases	111		

a. 54 cells (90.0%) have expected count less than 5. The minimum expected count is .03.

Source: Primary data:

INTERPRETATION :

Since p value is higher than 0.05, we accept the alternate hypothesis and reject the null hypothesis. Therefore, there is a different between age and employee retention.

4.3 CORRELATION:

Table 4.3.1 : Table showing the Reward and employee retention:

Null hypothesis H0= There is no relationship between reward and employee retention.

Alternate hypothesis H1= there is significant relationship between reward and employee retention

Correlations		REWARD	EMPLOYEE RETENTION
REWARD	Pearson Correlation	1	-.409**
	Sig. (2-tailed)		.000
	N	111	111
EMPLOYEE RETENTION	Pearson Correlation	-.409**	1
	Sig. (2-tailed)	.000	
	N	111	111

** . Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION:

The table illustrate the relationship between reward and employee retention. The correlation between reward and employee retention is -.409 which indicates that strongly negative correlation.

4.4 ANOVA

Table 4.4.1 ANOVA Table For Gender And Employee Retention:

Null hypothesis H0= There is significance difference between gender and employee retention.

Alternate hypothesis H1= There isno significance difference between gender and employee retention

ANOVA

1. GENDER:

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.908	14	.279	1.253	.251
Within Groups	21.389	96	.223		
Total	25.297	110			

INTERPRETATION:

Significance level 0.251 which is high 0.05 there is a statistically a no significant relationship between the Gender and Employee Retention. The null hypothesis is accepted.

CHAPTER---5:

5.1 FINDINGS

- Inference Majority (46%) of the respondents fall in the age category of 26 to 35 years.
- Inference Majority (64.9%) of the respondents are Male
- Inference Majority (56.8%) of the respondents are Graduate.
- Inference Majority (66.7%) of the respondents are married.
- Inference Majority (72.1%) of the respondents are say Yes.
- Inference Majority (64.5%) of the respondents are Neutral .
- Inference Majority (42.3%) of the respondents are Neutral .
- Inference Majority (32.4%) of the respondents for Agree and Neutral .
- Inference Majority (34.2%) of the respondents for Neutral.
- Inference Majority (40%) of the respondents for likely.
- Inference Majority (40%) of the respondents for Stayed in the same.
- Inference Majority (52.7%) of the respondents for some of the time

- Inference Majority (34.2%) of the respondents for agree .
- Inference Majority (63%) of the respondents for Highly Satisfied
- Inference Majority (43.2%) of the respondents for Highly Satisfied
- Inference Majority (39.6%) of the respondents for Highly Satisfied
- Inference Majority (33.3%) of the respondents for Highly Satisfied and satisfied
- Inference Majority (34.2%) of the respondents for satisfied .
- Inference Majority (32.4%) of the respondents for highly satisfied and satisfied.
- Inference Majority (31.5%) of the respondents are satisfied
- Inference Majority (32.4%) of the respondents are neutral .
- Inference Majority (33.3%) of the respondents for Neutral .
- Inference Majority (41.4%) of the respondents for strongly agree.
- Inference Majority (36%) of the respondents for strongly agree
- Inference Majority (34.2%) of the respondents for strongly agree.
- Inference Majority (34.2%) of the respondents for strongly agree.
- Inference Majority (35.1%) of the respondents for agree.

5.2. SUGGESTIONS:

- Provide mentoring and career development programme to the management staffs
- Reward the employees in terms of bonus, incentives according to their performance.
- Provide proper job rotation to motivate the employees.
- Provide employees with work schedule which are flexible enough to suit their needs.
- The management has to discuss career anchor to the employees in the organization. From this, the management can retain the employees and develop the future plan of the company.

5.3 CONCLUSIONS

“A study on Employee Retention Strategies in Elhanan Management Services”, Chennai from the duration of three months and by analyzing the result, the conclusion arrived is that the majority of the respondents have satisfied with health and safety measures. The study shows that Philips Electronics should plan and implement new retention policies for improving the future growth of the organization and to reduce the work load of the employee. The study has indicated that most of the employee felt that their pay packages were low and they suggested to improve work environment.

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APPENDIX —1

QUESTIONNAIRE:

1. GENDER:

- a) Male
- b) Female

2. AGE:

- a)18-25
- b)26-35
- c)36-45
- d)45 Above

3. Educational background:

- a) HSC
- b) ITI
- c) Diploma holder
- d) Bachelor degree
- e) others

4. Designation:

5. Marital status:

- a) unmarried
- b) Married

Training programs:

6. Have you attended any training programs conducted by your company?

a) YES

b) NO

7. If Yes how many training programs you have attended

8. How far job securities in your company

a)strongly agree

b)agree

c) neutral

d)disagree

e)strongly disagree

9.How far professional development training benefits in your company.

a)strongly agree

b)agree

c) neutral

d)disagree

e)strongly disagree

10. how far management supports for higher education in your company

a)strongly agree

b)agree

c) neutral

d)disagree

e)strongly disagree

11. How far your company appreciate Reward and recognition

- a) strongly agree
- b) agree
- c) neutral
- d) disagree
- e) strongly disagree

12. how far your company gives Promotion opportunities

- a) strongly agree
- b) agree
- c) neutral
- d) disagree
- e) strongly disagree

13. How far Employees are treated with due respect in your company

- a) strongly agree
- b) agree
- c) neutral
- d) disagree
- e) strongly disagree

14. How far employees suggestions and grievances are considered

- a) strongly agree
- b) agree
- c) neutral
- d) disagree
- e) strongly disagree

15. How far emission and fumes are controlled in the company

a)strongly agree

b)agree

c) neutral

d)disagree

e)strongly disagree

(REWARDS AND RECOGNITION)

S.NO	PROVISIONS	HIGHLY SATISFIED	SATISFIED	NEUTRAL	DISSATISFIED	HIGHLY DISSATISFIED
16	Performance based incentives					
17	Compensation paid for workers during layoffs or during any accidents occurring within the company are satisfactory.					
18	Over time salary					
19	Salary structure					
20	Yearly bonus scheme.					

22. Please rank the following factor that influenced you to remain the organization(from 1 to 5)

- **How do you rate for Salary**

1	2	3	4	5
---	---	---	---	---

- **How do you rate for Retirement benefit**

1	2	3	4	5
---	---	---	---	---

- **How do you rate for Career development**

1	2	3	4	5
---	---	---	---	---

- **How do you rate for Working conditions**

1	2	3	4	5
---	---	---	---	---

- **How do you rate for Supervision /management**

1	2	3	4	5
---	---	---	---	---

- **How do you rate for Fringe benefits**

1	2	3	4	5
---	---	---	---	---

- **How do you rate for Recognition and reward**

1	2	3	4	5
---	---	---	---	---

- **How do you rate for Loyalty towards the company**

1	2	3	4	5
---	---	---	---	---

- **How do you rate for Company image in the society**

1	2	3	4	5
---	---	---	---	---

23. Please rank the following that influenced you to leave the organization (from 1 to 5)

- ☐ **How do you rate for Low salary**

1	2	3	4	5
----------	----------	----------	----------	----------

- ☐ **How do you rate for Supervisor's negative behavior**

1	2	3	4	5
----------	----------	----------	----------	----------

- ☐ **How do you rate for Bad work condition**

1	2	3	4	5
----------	----------	----------	----------	----------

- ☐ **How do you rate for Low carrier growth**

1	2	3	4	5
----------	----------	----------	----------	----------

24. What is your opinion for supervisors periodically reinforce and support the working system?

- ☐ STRONGLY AGREE
- ☐ AGREE
- ☐ NEUTRAL
- ☐ DISAGREE
- ☐ STRONGLY DISAGREE

25. Employees are allowed to take responsibility and authority?

- ☐ STRONGLY AGREE
- ☐ AGREE
- ☐ NEUTRAL
- ☐ DISAGREE
- ☐ STRONGLY DISAGREE

26 The working environment is open & trustworthy.

- ☐ STRONGLY AGREE
- ☐ AGREE
- ☐ NEUTRAL
- ☐ DISAGREE
- ☐ STRONGLY DISAGREE

27. Morale in the company is high.

- ☐ STRONGLY AGREE
- ☐ AGREE
- ☐ NEUTRAL
- ☐ DISAGREE
- ☐ STRONGLY DISAGREE

28. Workers participation in management activities.

- ☐ STRONGLY AGREE
- ☐ AGREE
- ☐ NEUTRAL
- ☐ DISAGREE
- ☐ STRONGLY DISAGREE

29. Leave facilities offered by the company

- ☐ STRONGLY AGREE
- ☐ AGREE
- ☐ NEUTRAL
- ☐ DISAGREE
- ☐ STRONGLY DISAGREE

30. Please specify any others strategies that the company should include or improve to retain its employees for a long period of time.

A Study on Techniques Adopted for Employee Retention in Elhanan Management Services.

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Abstract:

The research titled “A Study On Techniques Adopted For Employee Retention In Elhanan Management Services” Chennai was conducted. Employee retention is that the systematic effort to retain the present employees by providing the best policies and acknowledging various expectations of the workers. The challenge isn't only to draw in talented employees and to retain them. The objective of the study is to research the organizational factors influencing worker retention and to seek out individual factors leading employees to go away from the organization and look at the necessary conditions to retain the employees. The study has done through a descriptive research method and the collection of primary data has done through a single cluster sampling method under the probability sampling method. The research design followed during this study is descriptive research. The questionnaire is used to collect primary data and conceptual review is used for secondary data collection through books, websites. From the study, the findings show that the respondents are not satisfied with compensation benefits & working environment, the employees feel that their workload is high. The company can implement a better working environment for the employees; they will provide proper job rotation to motivate them. Provide flexible work schedules to the employees.

Keywords: Employee retention ,retention, job satisfaction, Chennai, India.

I Introduction

Effective worker retention is a scientific attempt via way of means of employers to create and foster surroundings that encourage present-day personnel to stay hired via way of means of having guidelines and practices in area that deal with their various wishes Retention of key personnel is vital to the long time fitness and fulfillment of any organization. It is a acknowledged reality that maintaining your exceptional personnel guarantees patron satisfaction, improved product sales, glad colleagues and reporting staff, powerful succession making plans and deeply imbedded organizational expertise and learning. Employee retention subjects as organizational problems including schooling time and investment, misplaced expertise, insecure personnel and a expensive proposition for an organization. Various estimates propose dropping a center supervisor in maximum agencies prices as much as 5 instances of his salary. Whenever the financial system choices up, it's going to have fantastic effect at the task marketplace ensuing in greater employment options. This could cause excessive turnover rates.

II Review of literature

Saket Jeswani and Souren Sarkar (2008): To Examine the impact of engagement on Individual consequences consisting of task effectiveness and retention. The pattern length of this look at became 150. (North Carolina, USA Feeling valued -Career Development -Two Way Communication -Good Quality Line Manageme. To end result finish if expertise engagement isn't always evaluated and dealt with as quickly as feasible disengaged abilities will multiply and terrible expertise pleasure troubles can end result in: Decreased Motivation.

Ologbo C. Andrewa, Saudah Sofianb (2012): The major goal is ascertaining the uncertainty approximately the affect of man or woman elements of worker engagement on paintings consequences the usage of the measures of worker engagement. The individuals of this look at had been 104 HR officials on the Inland Revenue Board of Malaysia Employee Communication -Employee Development -Organization Commitment -Peer Support The findings of this look at supported that social trade theory (SET) may be used as a theoretical framework in information the assemble of worker engagement and retention.

Muhammad Imran Hanif and Shao Yunfei (2013): The Implementation of expertise control techniques together with HR practices allows in preserving personnel for lengthy durations of time. The pattern length of 2 hundred respondents became undertaken and the questionnaire became floated to HR managers at specific levels.(Chengdu-Republic of China) Succession planning -Employer's branding -Motivation improvement policies -Training and improvement Findings of the above studies that the effectiveness of a logo sign to capability personnel is depending on the consistency, clarity, credibility, and related investments withinside the company logo.

Daisy Ofosuhene Kwenin, Stephen Muathe, Robert Nzulwa (2013): The look at objectives to decide the affiliation among rewards and worker retention and additionally to Assess the affect of task pleasure on personnel' purpose to live with Vodafone Ghana. The pattern length became 142 personnel representing 10% of the goal population. (Vodafone Limited. Ghana Employee Rewards -Recognition Programs -Job Satisfaction -Quitting Intentions The empirical overview confirmed that during order for businesses to do a higher paintings in preserving personnel they ought to apprehend the elements that encourage personnel.

Felicity AsieduAppiah, Eric Kontor and David Asamoah (2013): The look at became to pick out regularly used human aid control sports withinside the mining enterprise in Ghana and their impact on worker retention The Questionnaires and interviews had been used to gather information from a pattern of a hundred and fifty (150) respondents. (Ghana) Training and improvement -Recruitment and choice Communication and statistics sharing -Compensation and incentive policies. Human aid control practices like Communication and Compensation had been regularly practiced and evaluated in the employer to get entry to the worker retention.

Dorothea Wahyu Ariani (2013): This look at examined the connection among worker engagement, organizational citizenship conduct (OCB) and counterproductive paintings conduct (CWB). consisted of 507 personnel (with reaction fee 92 %) of 550 personnel from carrier industries. (Yogyakarta Indonesia.) Organizational citizenship conduct -Counterproductive paintings conduct engagement is associated definitely to OCB and negatively to CWB however

OCB and CWB are the separate constructs. Organizationally directed OCB and CWB are specific varieties of conduct due to the fact CWB is against OCB

III Objectives

Primary objective:

1. To study the employee retention strategies adopted in Elhanan Management Services Chennai.

Secondary objective:

2. To study the organizational factors influencing employee retention strategies
3. To find the individual factors leading employees to leave the organization
4. To examine the necessary conditions to retain the employees

IV METHODOLOGY

Research Design

A studies layout is an issue plan specifying the techniques and techniques for amassing and reading the wanted information. It is the body paintings for the studies plan of action. Research layout primarily based totally at the descriptive studies method using the survey approach and evaluation is made in this number one information accrued for this tasks study

Measures

The standard populace length taken within side the assignment is one hundred fifty above .The standard pattern length taken within side the assignment is 111 respondents of employees. The statistical evaluation gear used are spss for checking out the hypothesis, Chi Square check within side the spss device and ANOVA in spss device.

Procedure

The number one information are the ones, which might be accrued clean for the primary time and consequently show up to be unique in character. Here the cluster sampling approach is used to acquire the information-the usage of questionnaire. We acquire number one information for the duration of the path of doing experiments in an experimental studies. In our studies, information changed into accrued thru the questionnaire approach. Secondary information are the ones are already been accrued with the aid of using a person else. The secondary information are accrued with the aid of using reading numerous substances like agency profiles, magazines, journals, beyond records, reviews and websites.

V RESULTS AND DISCUSSIONS

From the analysis of the data collected, the following results were obtained:

There is significant positive relationship between age group/income levels with the

1. Since p value is higher than 0.05, we accept the alternate hypothesis and reject the null hypothesis. Therefore, there is a different between age and employee retention.

54 cells (90.0%) have expected count less than 5. The minimum expected count is .03

2. The table illustrate the relationship between reward and employee retention. The correlation between reward and employee retention is $-.409$ which indicates that strongly negative correlation.

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	41.765 ^a	42	.481
Likelihood Ratio	48.278	42	.234
Linear-by-Linear Association	1.612	1	.204
N of Valid Cases	111		

nce level 0.251 which is high 0.05 there is a statistically a no significant relationship between the Gender and Employee Retention. The null hypothesis is accepted.

ANOVA

1. GENDER:

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.908	14	.279	1.253	.251
Within Groups	21.389	96	.223		
Total	25.297	110			

Hypothesis: 1

Null hypothesis (Ho) is reject There is no association between age and employee retention in the organization Alternate hypothesis(H1) is Accepted There is association between age and employee retention in the organization.

Hypothesis: 2

Null hypothesis H0 is Rejected there is no relationship between reward and employee retention. Alternate hypothesis H1Accepted there is significant relationship between reward and employee retention .

Hypothesis: 3

Null hypothesis H0 is Accepted significance level 0.251 difference between gender and employee retention. Alternate hypothesis H1is Rejected There is no significance difference between gender and employee retention.

VI Suggestions

- Provide mentoring and career development programme to the management staffs
- Reward the employees in terms of bonus, incentives according to their performance.
- Provide proper job rotation to motivate the employees.
- Provide employees with work schedule which are flexible enough to suit their needs.
- The management has to discuss career anchor to the employees in the organization. From this, the management can retain the employees and develop the future plan of the company.

VII Conclusion

“A study on Employee Retention Strategies in Elhanan Management Services”, Chennai from the duration of three months and by analyzing the result, the conclusion arrived is that the majority of the respondents have satisfied with health and safety measures. The study shows that Philips Electronics should plan and implement new retention policies for improving the future growth of the organization and to reduce the work load of the employee. The study has indicated that most of the employee felt that their pay packages were low and they suggested to improve work environment.

References

- **Daisy Ofosuhene Kwenin, Stephen Muathe, Robert Nzulwa** - *“the association between rewards and employee retention and also to Assess the influence of job satisfaction on employees”*
- **Dorothea Wahyu Ariani**- *“tested the relationship between employee engagement, organizational citizenship behavior (OCB) and counterproductive work”*
- **Felicity AsieduAppiah, Eric Kontor and David Asamoah** – *“frequently used human resource management activities in the mining industry in Ghana and their effect on employee retention”*
- **Muhammad Imran Hanif and Shao Yunfei** - *“The Implementation of talent management strategies along with HR practices helps in retaining employees for long periods of time.”*
- **Ologbo C. Andrewa, Saudah Sofianb**- *“HR officers at the Inland Revenue Board of Malaysia”*
- **Saket Jeswani and Souren Sarkar** - *“To Examine the effect of engagement on Individual outcomes such as job effectiveness and retention”*