A STUDY: JOB RETENTION AND EMPLOYEE EXPECTATIONS

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ABSTRACT

Retention of employees is an important problem for India's companies. Many research studies have revealed that there is a huge demand for qualified professionals all over the world, resulting in employees leaving the company in pursuit of better pastures. Organizations in today's environment do not want to let go of their employees because of the changing economy, increased competition, and a scarcity of qualified employees, since this would have a substantial impact on their bottom lines. As a result, it had influenced the need for developing a useful retention strategy. As a result, the purpose of this study is to look into the variables that cause employees to leave the company.

Keywords - Employee retention, a positive work environment, and promotion.

1. INTRODUCTION

Employee retention is a process in which employees are urged to stay with the company for as long as possible or until the task is completed. Employee retention is beneficial to both the company and the employee. Employees nowadays are various; they are the ones who have wonderful opportunities in their hands. They switch jobs as quickly as they become dissatisfied with their current company or position. It is the boss's responsibility to save the best staff. They'd be missing out on the good team if they didn't. A superior employer should be able to attract and retain top talent. Employee retention would need a lot of effort, force, and resources, but the results would be worthwhile.

It is critical for business owners to maintain control over their human resources. The company is aware of its employees' expectations and wants them to stay with the company. Organizations are aware of the problem and have a variety of strategies in place to keep employees.

Employee retention is inextricably linked to productivity, and it poses significant HR issues as we progress further into the twenty-first century. How do we retain our talent in the face of enormous shortages and eroding loyalty, and how do we keep them interested and even excited about their work? The Human Resource Planning Society has devoted this entire issue to employee retention due to the growing severity of these issues.

2. LITERATURE REVIEW

Tiwari Pankaj, Batra Shaizal, Naidu Gargi, (2008) according to their research, a considerable amount of research has already been done in the topic of employee retention, and it plays a critical role because it involves an individual's confidence, trust, and loyalty. They projected that mere selection would not ensure growth and prosperity, but that ongoing monitoring and support from management would be required to get the most from their staff.

Charry (2002) says employee retention has become a big concern for pharmaceutical HR professionals, according to the report. Before embarking on a talent management strategy, companies must examine their current HR procedures.

Huselid (2005) clarifies employee retention is expected to play a key role in achieving organisational effectiveness and performance. The firm faces a huge setback in finding and retaining outstanding personnel due to competition and a scarcity of highly skilled employees.

Flegley (2006) Analysis of personnel to ensure the best fit for the position and the firm, as well as assimilating them to ensure successful integration into the workplace, the organization's culture, and specific roles and duties are all critical. (Morgan, 2004) Organizations are focusing on strategies that can be implemented to help them retain and develop personnel.

Employee turnover research in the past has primarily focused on figuring out what causes it. Despite several studies on employee retention, strategic human resource researchers are still investigating the causal mechanisms between HR practises and firm performance, mostly related to voluntary turnover as a critical component (Shaw, Gupta, and Delery, 2005), as employee retention plays a critical role in bridging the gap between macro strategies and micro behaviour in organisations (Collins and Clark, 2003; Hatch and Dyer, 2004).

3. OBJECTIVES OF THE STUDY

• To study expectations level of employees at Origin Private Limited

• The purpose of this study is to look at the elements that influence employee retention at Origin Private Ltd.

• To make viable recommendations in order to keep the people.

3.1 Scope of the Study

• The research could assist the company in understanding current personnel conditions.

• It pinpoints the aspects that influence employee retention.

• This research can identify the organization's most valuable employees.

• To determine which regions and activities have the best chance of keeping personnel.

• Creating an environment that encourages individuals to work while also having fun, resulting in excellent morale.

3.2 Limitations of the Study

• The research is limited to the organization's medium and lower level employees.

• The majority of employees feel apprehensive about answering the questionnaire.

• Time and financial constraints

4. RESEARCH METHODOLOGY

The specification of strategies and procedures for obtaining the knowledge required to organize or solve a problem is known as research design. "The creation of conditions for data collection and analysis in a manner that intends to integrate and assess the usage with minimal expenses," according to the definition of research design. The researcher utilised a descriptive research design in this study.

A descriptive study is a fact-gathering research that includes adequate analysis. It is more detailed than an exploratory research, and it focuses on a specific aspect of the problem. Its goal is to compile important data and current information in order to produce more sophisticated investigations. For data collecting, the researcher can employ basic random sampling. The researcher utilised the tick and pick method in this simple random sampling. The sample was gathered as part of a descriptive research project.

4.1 Source of Data Collection

The research is based entirely on primary data. A developed questionnaire was used to collect data. The respondents are sent questionnaires by the researcher, who asks them to return after they have completed them. In many economic and business surveys, it is a popular method. Secondary data is information that has already been collected and analysed by some researchers.

4.2 Sample Size

A sample is a portion of the population chosen for research. A sample is a collection of individuals or goods chosen from a population in such a way that they represent the entire population. The sample size is 100 people.

4.3 Construction of the Questionnaire

When designing the questionnaire, special consideration was given to the challenges that respondents might have when answering it. First, a basic list of questions was compiled while keeping the study's aims in mind. After consulting with the company's managing director, all of the questions and the draught list were evaluated and changes were made. Throughout the procedure, great care was taken to avoid raising any questions.

In order to measure the buying intentions of specific types of services, dichotomous, multiple-choice questions, ranking scales, and rating scales were utilised.

4.4 STATISTICAL TOOLS

➢ Percentage Analysis

➢ Chi square test

5. DATA ANALYSIS AND INTERPRETATION

Table 1: Shows Positive Work Environment Feedbacks:

Dimensions	No. of Respondents	Percentage
Yes	83	83
No	17	17
Total	100	100

According to the above data, 83 percent of respondents believe their organisation has a great work environment, while 17 percent believe their firm does not have a pleasant work environment.

Table 2: Shows Employee and Employer Feedback On The Communication System:

Dimensions	No. of Respondents	Percentage
Strongly Agree	16	16
Agree	73	73
Disagree	9	9
Strongly Disagree	2	2
Total	100	100

According to the above table, 73% of respondents agree that communication system is excellent, 16% strongly agree that communication system is good, 9% disagree that communication system is not good, and 2% strongly disagree that communication system is not good.

Table 3: Shows Comments On The Work Schedule:

Dimensions	No. of Respondents	Percentage
Yes	53	53
No	47	47
Total	100	100

According to the data in the table above, 65 percent of respondents agreed that their work schedule allows adequate flexibility to accommodate their family obligation, 31 percent disagreed, and 4% strongly agreed that their work schedule allows adequate flexibility to accommodate their family obligation.

Table 4: Shows Respondents' Work Experience at Origin Software Solutions Private Limited:

Dimensions	No. of Respondents	Percentage
Below 5 Yrs	97	97
5 To 10 Yrs	3	3
10 To 15 Yrs	0	0
Above 15 Yrs	0	0
Total	100	100

According to the table above, 97 % of respondents had less than 5 years of job experience, while 3 % have between 5 and 10 years.

Table 5: Shows Suggestions for Welfare Facilities:

Dimensions	No. of Respondents	Percentage
Strongly Agree	5	5
Agree	70	70
Disagree	24	24
Strongly Disagree	1	1
Total	100	100

According to the above table, 70% of respondents agree that the welfare facilities in the organisation are good and satisfactory, 24% disagree that the welfare facilities are not good and satisfactory in the organisation, 5% strongly agree that the welfare facilities are good and satisfactory in the organisation, and 1% strongly disagree that the welfare facilities are not good and satisfactory in the organisation.

Table 6: Shows Suggestions for Career Development:

Dimensions	No. of Respondents	Percentage
Strongly Agree	4	4
Agree	65	65
Disagree	31	31
Strongly Disagree	0	0
Total	100	100

According to the above data, 53% of respondents stated the company provided a fair opportunity for career advancement, while 47% said the organisation did not provide a fair opportunity for career development.

Table 7: Shows Suggestions For Additional Responsibilities

Dimensions	No. of Respondents	Percentage
Yes	66	66
No	34	34

Total	100	100

According to the table above, 66% of respondents say they are gaining more responsibility at work, while 34% say they aren't.

Table 8: Shows Employee Intention Influencing Factors

Dimensions	No. of Respondents	Percentage
Job Security	15	15
Work Environment	56	56
Welfare Measures	19	19
Rewards	3	3
Promotion	7	7
Total	100	100

According to the above table, 56% of respondents said that the Work Environment factor affects them more to stay in ORIGIN, 19% said that Welfare Measures factor influences them more to stay in ORIGIN, and 15% said that Job Security factor influences them more to stay in ORIGIN. 7% of respondents said that the Promotion element affects them more to stay in ORIGIN, while the remaining 3% said that the Rewards factor inspires them more to stay in ORIGIN.

5.1 CHI SQUARE ANALYSES :

5.1.1 Null Hypothesis:

There is no significance relationship between the employeeretention and gender.

5.1.2 Alternative Hyposthesis:

There is a significance relationship between the employeeretention and gender.

Observed frequency:

Sr. No	EmployeeRetention	Gender		Total
		Male	Female	
1	Yes	53	0	53
2	No	46	1	47
	Total	99	1	100

Expected frequency:

Si.No	Careere Development	Gender		Total
		Male	Female	
1	Yes	52.47	0.53	53
2	No	46.53	0.47	47
	Total	99	1	100

$\chi^2 = 1.132$

Table Value χ^2 for 1 degrees of freedom at 5% level of significantis 1.642

df 1

Calculate value < table value

1.132 < 1.642

Hence H1 is accepted and H0 is rejected.

Hence there is a significant relationship between ER and gender.

5.1.3 MAJOR FINDINGS:

• 70% of respondents agreed that the organization's welfare amenities are good and satisfactory.

• 53% of respondents believed the organisation provided a decent opportunity for career advancement.

• 76% of respondents are pleased with their current position.

• 55% of respondents believed they were not adequately compensated for their efforts.

• 56 % of respondents said that the work environment influenced their decision to return to ORIGIN.

• According to the Chi-Square Analysis, there is no significant association between gender and professional advancement.

• There is no significant association between job experience levels of satisfaction with monetary and non-monetary perks, according to the Chi-Square Analysis.

5.1.4 SUGGESTIONS:

The researcher makes the following recommendations based on the findings of the study in order to improve O P Limited's employee retention.

• Work load pressure causes employees to switch to another company; therefore overburdening employees can be eased by assigning additional manpower when needed.

• Employees must have faith in the reward, recognition, and gratitude. Giving regular raises or promotions helps to keep employees happy.

• Organizations can implement job rotation to ensure that their employees have interesting and challenging jobs.

6. CONCLUSION

Employees, as we all know, are one of the most important and valuable assets of any firm in this era. First and foremost, retaining talented employees is critical to the company's success and yields superior results. It identifies HR factors such as selection, remuneration, recognition and reward, training and career development, challenging opportunity, leadership behavior, company culture and policies, and a pleasant work environment, all of which are discussed in order to establish relationships to organizational commitment and intent to stay for a long time. Finally, predictors of retention such as age, gender, educational attainment, and industry are discussed in regard to their impact on organizational commitment and intent to stay.

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