



“TO STUDY THE IMPACT OF EMPLOYEE RETENTION POLICIES ON ORGANIZATION PRODUCTIVITY IN SUMUL”

ZEEL SUJITGIRI GAUSWAMI*3rd year BBA student, B.V.Patel institute of Management

UKA Tarsadia University, Maliba campus, Bardoli

ABSTRACT

To study the impact of employee retention policies on productivity in the organization. The objective is to find out how far employee retention policies are important for organization employees and to analyze the satisfaction level of employees with the existing retention policies practiced into the organization. The research study is on no probability convenience sampling method used. The data are collected through the employee of sumul-home take ration unit by using questionnaire. For the analysis of data I have applied the frequency and t-test. From the study it is found that majority of employees are engaged in their company. The employee with the existing retention policies practiced to the organization. When an employee is planning to quit then there are some factors that are responsible for his job change. These factors are organizational culture, social support, work-life balance, job stress, relationship with friends, management policies and career development was found motivator which leads to retention. The work environment also plays a very important role, it was found out that employee leave job due to work environment, and organization should aim at developing effective retention practices and policies which increase employee retention.

KEYWORD: -Retention policies, productivity, employee relationship.

INTRODUCTION:-Employee retention refers to the ability to retain its employees. Employee retention can be represented by a simple statistic (a retention rate of 80% usually indicates that an organization kept 80% of its employees in given period) Existing employee's skills, talent and value are known to the organization. Existing employees culture fit, performance, attitude, etc. are already judged. Family welfare programs. Avoids and or reduces hiring costs. Retention experience staff creates a positive impact on customer services. Retaining skilled employees is vital to the success of a business. A high rate of employee turnover can result in a loss of knowledge and skills, and can negatively impact a company's bottom line.



The cost of losing an employee includes not only lost productivity, but also the expense of recruiting, selecting and training a new employee. Make sure your compensation package is fair and competitive Provides training programs and idea and open communication. Support work-life balance. Provides leadership opportunity.

LITERATURE REVIEW:-

1. **Bodjrenou Kossivi¹, Ming Xu¹, Bomboma Kalgora (2016) “study on determine factors of employee retention”** carried on study to identify The objective of this literature review study is to analyze researches previous administrated within the field of worker retention to spot decisive factors that square measure ordinary known by numerous researchers because the basis of their call to remain in the organization. Secondary supply has been used the categories of secondary knowledge used square measure journals and books. The study reached the conclusion that more investigations need to be conducted concerning employee retention to better comprehend this advanced field of human resource management.
2. **Umer Ahmed (2013) “impact of training on employee retention”** carried on study to identify to the purpose of this research is to examine the impact of training practice on employees’ intention to remain or leave an organization. The research has identified how great the effect of training practice on employee retention. Descriptive statistics, correlation and regression analysis techniques are used to analyze data. They conclude that Researchers who examined the relationship between training and employee retention, agree that the relationship exist between these two variables. The research has proved that employees’ decision to stay for a longer period of time can be influenced by trainings.
3. **Tizazu Kassa (2015) “Employee Motivation and its Effect on Employee Retention in Ambo Mineral Water Factory”** carried on study to this study is aiming at investigating employee motivation and its result on worker retention in Ambo mineral water factory. Primary data is the collecting through questionnaire. The collected data is analyzed using descriptive, correlation and regression analysis. They conclude that the result of the correlation analysis revealed that unlike interesting



work all others motivational factors have positive and significant relationship with employee retention.

4. **Sultana Nazia (2013) “EMPLOYEE RETENTION PRACTICES IN INDIAN CORPORATE – A STUDY OF SELECT MNCs”** carried on study to examine and analyses the tools available for retaining employees and other objective to examine the impact of three R’s on the retention of the employee and development of the organization. Primary data has been collected by administering questionnaires to the employees of the selected companies and secondary data has been collected from books, journals, articles and website. They conclude that the study concludes that steps must be taken by the organizations to relive the employees from the workload through job rotation, change in work location and other recreational activities.
5. **Latha Suresh, R. Krishna raj (2015) “A Study on the Importance of Employee Retention in Pharmaceutical Sector in India “**carried on study to The purpose of this paper is to identify the major factors that influence the worker retention in Pharmaceutical sector. It also throws light on what organizations need to do to retain their employees. Primary knowledge was collected with the help of structured questionnaire. They conclude that the paper also focuses on how to control attrition and retain the workforce. The findings suggest that organizations should learn from exit interviews, employee’s grievances. Complaints should be treated seriously and if required counseling should be done to retain the best talent. Employee engagement plays very important role in employee retention.

MATERIALS AND METHODS:-

Objective

- To study the impact and importance of employee retention polices on organization productivity.
- To analyses the satisfaction level of the employees with the existing retention policies in the organization

Data collection sources

- Primary data means the original data that has been collected specially for the purpose of the study. For this research project I am using 100 sample sizes from 800



employees of organization. In this research study I am going to use descriptive research design to satisfy research objectives. For this research project will use questionnaire methods as part of survey in Company.

RESULTS & DISCUSSIONS:-

T-TEST:-

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
job securities	100	3.45	1.019	.102

One-Sample Test

	Test Value = 4					
	T	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
job securities	-5.399	99	.000	-.550	-.75	-.35

H0: employees are not satisfied with job securities

H1: employees are satisfied with job securities.

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Helps in carried development	100	3.43	.902	.090



One-Sample Test

	Test Value = 4					
	T	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Helps in carried development	-6.321	99	.000	-.570	-.75	-.39

H0: Employees are not satisfied with helps in carried development.

H1: employees are satisfies with helps in carried development

One-Sample Statistics

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

One-Sample Test

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



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

H1: employees are satisfied management supports for higher education.

One-Sample Statistics

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

One-Sample Test

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

H0: employees are not satisfied reward and recognition.

H1: employees are satisfied reward and recognition.

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Promotion opportunities	100	3.76	1.129	.113



One-Sample Test

	Test Value = 4					
	T	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Promotion opportunities	-2.125	99	.036	-.240	-.46	-.02

H0: employees are not agreed with promotion and opportunities.

H1: Employees are agreed with promotions and opportunities.

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Employees are treated with due respect	100	3.98	3.133	.313

One-Sample Test

	Test Value = 4					
	T	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Employees are treated with due respect	-.064	99	.949	-.020	-.64	.60

H0: employees are not agreed that company is treated with due respect.



H1: employee are agreed that company is treated with due respect.

Interpretations: - from the table, it can be said p value is 0.949 that is greater than 0.05, so null hypothesis is a accepted, it means employees agreeing with the statement that my company has employees are treated with due respect.

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error
Good work done is appreciated	100	4.00	.865	.086

One-Sample Test

	Test Value = 4					
	T	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Good work done is appreciated	.000	99	1.000	.000	-.17	.17

Ho: employees are not agreed with good work done is appreciated.

H1: employees are agreed with good work done is appreciated.

Interpretation: from the table, it can be said that p value is 1 that is greater than 0.05 so it means employees are agreed that good work done is appreciated.

One-Sample Statistics



	N	Mean	Std. Deviation	Std. Error Mean
Employees suggestions and grievances are considered	100	3.51	1.235	.123

One-Sample Test

	Test Value = 4					
	T	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Employees suggestions and grievances are considered	-3.968	99	.000	-.490	-.74	-.24

H0: employees are not agreed that in company suggestions and grievances are considered.

H1: employees are agreed that in company suggestions and grievances are considered

CONCLUSION:-

This study is based on the employees' retention policy in the company. Objective of this study is that the impact of employees' retention policies on productivity and to analyze the satisfaction level of the employees with the existing retention policies practiced to the organization. When an employee is planning to quit then there are some factors that are responsible for his job change. These factors are organizational culture, social support, work-life balance, job stress, relationship with friends, management policies and career opportunities. In the literature review it was find out that compensation, rewards and recognition plays a role in employee motivation which leads to employee retention. Similarly, training and career development was found motivator which leads to retention. The work environment also plays a very important role, it was found out that employees



leave job due to work environment. Organizational justices also play a pivotal role in employee retention; if organization wants to retain its employee then it has to follow fairness formula. Employee career advance aspects or promotion opportunities have significant relation with employee retention.