

A Study on Employee Turnover Reference to JA solutions Thanjavur

Adalarasu N V¹, Vijayshankar U²

¹Dept of MBA

²Assistant Professor, Dept of MBA

^{1,2} PRIST School of Business, PRIST University, Thanjavur, India

I. INTRODUCTION

All businesses, large and small, have some way of keeping track of their finances. Businesses are constantly looking for more ways to keep expenses low. One factor that is often ignored, however, is the cost of employee turnover. High employee turnover can cost a company more than they might understand in the long run.

This report explains some causes of high employee turnover, who it affects the most, and ways companies can decrease employee turnover in order to cut hidden costs.

Employee turnover happens when workers without being forced leave their jobs and must be replaced. Turnover is expressed as once-a-year percentage of the total all the workers in a company or country. For example, 25 percent employee turnover would mean that one-quarter of a company's all the workers in a company or country at the beginning of the year has left by the end of the year. Turnover should not be confused with layoffs, which involve the end of workers at the employer's ability to make wise decisions in response to business conditions such as reduced sales or a merger with another company.

The extreme unpleasantly loud of turnover changes widely by type of business and the money-based health of the area where companies are located. New and interesting high-tech companies and the most successful manufacturers often experience low turnover rates while fast-food restaurant managers expect turnover to be as high as 50 to 75 percent. As another example, coal mining companies in poorly populated areas experience lower rates of turnover because there are few other job opportunities.

II. RESEARCH METHODOLOGY

It is a systematic & scientific process of conducting research. It gives the researcher a framework within which the research has to be carried out.

RESEARCH DESIGN:

A Research design is purely and simply the framework or plan for a study that guides the collection and analysis of data. In fact, the research design is the conceptual structure within which research is conducted; it constitutes the blueprint for the collection, measurement and analysis of data.

- Type of Research
- Title of research
- Area of research
- Period of research
- Sampling techniques
- Data collection methods
- Tools used for analysis
- Problem Statement
- Limitations on the study

Type of research:

The research is descriptive in nature. It includes surveys and fact finding enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs as it exists at present.

Title of the research:

A Study On Employee Turnover Reference To Ja Solution Thanjavur.

Area of research:

The study is conducted in Thanjavur.

Period of research:

The study is conducted from Dec 2019 to Feb 2020. The total Duration of the study is 3 months .

Sampling techniques:

Sample size for the study was selected on the basis of simple random sampling method, 100 respondents are randomly selected as sample from different places of Thanjavur City.

Data collection methods:

Data are collected from both primary & secondary sources. Primary data are collected through structured questionnaire and secondary data are collected from official website of the company, journals, articles, textbooks, etc..

Questionnaire Design:

Questionnaire contains Demographic and socio economic profile of the respondents, various attributes & factors related to product awareness is used in the Questionnaire, some open ended, close ended & rating questions were used to know awareness level of consumers.

Tools used for analysis:

The following statistical tools are used for data analysis.

- Simple Percentage Analysis
- Chi Square
- ANOVA

C. Chi Square

Hypothesis:

Null hypothesis:

There is a relationship between age and satisfied growth level with the current work.

Calculated value of $\chi^2 = 13.905$

Degree of freedom = $(R - 1) \times (C - 1) = (5-1) \times (5-1) = 16$

The table value of χ^2 for 4 degree of freedom at 5 per cent level of significance is 26.3

Conclusion:

Show result of chi-square test applied to test the association between age and level with your current work. . It is found chi-square value is 13.905 of the degree of freedom 12 at significant value is .304. P value is greater than 0.05 accept null hypothesis at 5% level, reject alternative hypothesis. There is no association between the two variables at 5% level.

D. ANOVA

Hypothesis:

Null hypothesis:

There is a relationship between experience and employee motivation.

Conclusion:

calculated F value is 1.313 and F critical value 0.271 so calculated value is less than the table value so Null is accepted..hence it is concluded that there is relation between experience and employee motivation.

III. FINDINGS

- Gender wise 84 percentages of respondent's male and remaining, 16 percentages of respondents of female.
- Regarding of respondents age 14 percentage of respondents below 20 age, 22 percentage of respondents 20-30 age, 27 percentage of respondents 30- 40 and remaining 37 percentage of respondents above 40 age.
- Marital status wise 73 percentages of respondent's are married and remaining, 37 percentages of respondents are unmarried
- Nature of work based 18 percentages of respondent's are part time and remaining, 82 percentages of respondents are full time.
- Income wise 16 percentage of respondents Less than 10,000, 31 percentage of respondents 10,000-20,000, 34 percentage of respondents 20,000-25,000 and remaining 19 percentage of respondents Above 25,000.
- Job experience of respondents 21 percentage are from 5-10 years, 25 percentage of respondents 10- 20 years, 37 percentage of respondents 20-30 and remaining 17 percentage of respondents from 30 above job experience.
- 15 percentage of respondents highly satisfied, 43 percentage of respondents satisfied, 31 percentage of respondents neutral, 7 percentage of respondents dissatisfied and remaining 4 percentage of respondents from satisfied with your current work.
- 17 percentage of respondents highly satisfied, 42 percentage of respondents satisfied, 30 percentage of respondents neutral, 6 percentage of respondents dissatisfied and remaining 5 percentage of respondents from current training and development in enhancing employee well-being
- 20 percentage of respondents highly satisfied, 40 percentage of respondents satisfied, 20 percentage of

respondents neutral, 10 percentage of respondents dissatisfied and remaining 11 percentage of respondents from current compensation policy in enhancing employee.

- 18 percentages of respondents strongly agree, 35 percentages of respondents agree, 32 percentages of respondents neutral, 10 percentages of respondents disagree and remaining 5 percentages of respondents strongly disagree from Managers involve employees in key decision making.
- 27 percentages of respondents strongly agree, 36 percentages of respondents agree, 23 percentages of respondents neutral, 7 percentages of respondents disagree and remaining 7 percentages of respondents strongly disagree from Employees are given freedom to express their opinions
- 20 percentage of respondents highly agree, 32 percentage of respondents agree, 33 percentage of respondents neutral, 11 percentage of respondents disagree and remaining 4 percentage of respondents from Managers encourage employees to develop their skills.
- chi-square test applied to test the association between age and level with your current work. . It is found chi-square value is 13.905 of the degree of freedom 12 at significant value is .304. P value is greater than 0.05 accept null hypothesis at 5% level, reject alternative hypothesis. There is no association between the two variables at 5% level.
- chi-square test applied to test the association between age and Compensation is used to boost employee satisfaction organization. It is found chi-square value is 27.818 of the degree of freedom 12 at significant value is .006. P value is less than 0.05 accept alternative hypothesis at 5% level, reject null hypothesis. There is association between the two variables at 5% level.
- Anova F value is 1.313 at 3 degree of freedom with p value of .271. P value is greater than 0.05 that is null hypothesis accepted at 5% level. There is difference in the mean value of employee motivation based on the income.
- Anova value is 5.052 at 3 degree of freedom with p value of .003. P value is less than 0.05 that is alternative hypothesis accepted at 5% level. There is difference in the mean value of satisfied level with your current work based on the experience

IV. 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.

V. CONCLUSION

Management should instigate further programs to understand why employees quit the organization and identify the issues that attract and retain them in the organizations. Job satisfaction is the key determinant of turnover intention.

Hence, if the above sound strategies are applied, there is a possibility that business organizations continue to exist in a vibrant environment by taking into account their workforce as a vital resource. Many experts are of the view that employees are the staying power of any organization so organizations necessitate taking initiative to implement the employees' motivation process, thereby enhancing the overall employees' performance by providing quality products and offering excellent services.

It is also required to realize the employee turnover intent. Around fifteen percent of the workforce intends to leave, which are likely to result in actual turnover if mitigating strategies are not put in place. It is less expensive to retain the employees than to recruit, train and place new ones. Therefore, every organization will have necessary measures to fill employee vacancies and need to develop robust retention strategies to prevent further employees leaving.

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