

A Study on Employee Retention With Special Reference To Dr. Agarwal's Eye Hospital, Thanjavur

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Abstract- Employee retention is a process of which the workers are encouraged to remain with the organization for the maximum period of time or until the completion the project. Employee retention is helpful for the organization as well the employee. Workers today different. They are not the ones who don't have good opportunities in hand .as soon as they feel dissatisfied with the current employer or the job, they switch over to the next job. it is the responsibility of the employer to keep or hold their best workers. if there don't, they would be left with no good workers. A good employer should know how to attract and keep or hold its workers

I. INTRODUCTION

Employee retention involves taking measures to encourage workers to remain in the organization for the maximum period of time. Related to big business is facing a lot of problem in employeestaying on the job these days. Hiring full of knowledge people for the job is extremely important for an employer. But retention is even more important than hiring. There is no dearth of opportunities for talented person. . There are many organizations which are looking for such workers. The ability to keep/hold what is learned is obviously clearly connected with or related to the Effectiveness of a training program, many factors have been found to increase retention.

Employee retention is the organizational goal of keeping talented workers and reducing turnover by helping a positive work atmosphere to help increase/show in a good way engagement, showing appreciation to workers, and providing competitive pay and benefits and healthy work-life balance. Employers are especially interested in keeping/holding workers during periods of low unemployment and increased competition for talent. To keep/hold workers, organizations use workers in general/hiring, training, and firing department technology for recruiting, on boarding, engaging and recognizing workers and offer more work flexibility and modern benefits like physical and related to managing money wellness programs.

II. REVIEW OF LITERATURE

Bungers, V (2006) Employee retention is a key part of an effective organizational talent management strategy. Organizational leaders would be well- gave opinions about what could or should be done about a situation to explore why people leave, why people stay, why high possible workers leave, and why high possible workers stay. By doing so, they will be able to use the results to build employment brands and establish, and maintain, an organizational climate that supports keeping/holding.

Fishbein and Ajzen's (2005) certify/promise the explanation of reasoned action as the heart staying on the job of both the employee and the customer links between happiness from meeting a need or reaching a goal and behavior. Workers who are satisfied have higher plans/desires of continuing to do something hard or annoying with their organization, which results in decreased turnover rate (Mobley et al., 1979).

Fitzenz (2008) Studies have pointed to show that retention driven by more than two, but not a lot of key factors, which should be managed in an equal/expected way: organizational culture, strategy, pay and benefits way of thinking to learning about how people think, and career development systems.

Fombrun and Shanley (1990) there is no dearth of opportunities for a talented person. There are many organizations which are looking for such employees. There are many organizations which are looking for such workers. If a person is not made happy by meeting a need or reaching a goal by the job he's doing, he may switch over to some other more good job. In today's surrounding conditions it becomes very important for organizations to keepr hold their workers. The reason may be personal or professional.

(Stein, 2000; Beck, 2001; Clarke, 2001; Parker and Wright, 2001) recognized that only one factor is not responsible in management of employees retention, but there

is more than two, but not a lot of factors influenced in employees retention which need to manage in an equal expected way in other words payment & rewards, job security, training & developments, supervisor support culture, work conditions and organization justice etc. In the same way in that way, organization uses long or big range of hiring, firing, training, promoting, etc. factors influence in employee commitment and staying on the job.

Morgan and Hunt (2006) research on marketing channel, which shows that organizations often look beyond the idea of happiness from meeting a need or reaching a goal to developing trust and secure or make sure of long term relationships with their workers. Further, this suggestion is based on the way of thinking basic truth or rules that once trust is built into a relationship, the chance of either party ending the relationship decreases because of high end/ending/firing costs.

Hascall, Hopkins and Hollman (2005) previous research shows that a good putting something into use success plans or ways of reaching goals is the key to employee staying on the job. The recruit must be given realistic job preview as unclear and not possible and reasonable expectations lead to employee turnover. Organizational culture is quite extremely important to employee staying on the job.

III. RESEARCH METHODOLOGY

Research Design:

To collect the information for the study. The person who works to find information used both descriptive and related to careful studying or deep thinking type of research design for his research study. The main goal of using descriptive research is to describe the situation as it exists now. It mainly involves surveys and fact finding questions requests for information of different kinds. The person who works to find information used descriptive research to discover the features of customers. Descriptive research also includes demography typical and expected of person who uses a product or service who use the product. The person who works to find information also used related to careful studying or deep thinking research design to carefully study the existing facts from the data collected from the customer.

Methods of Data Collection:

There will be two sources that are

Primary Data:

They are collected for a particular purpose. Here the primary data has been collected by survey.

Secondary Data:

The secondary data refers to those data, which were gathered for some other purpose and applicable or usable in the study research presently under taken. Since descriptive research is used, survey was conducted.

SAMPLING PROCEDURE

Sample Design:

The sample design used was Stratified Random Sampling. The selection is purely depends upon chance.

Sampling unit:

The sample was collected from the employees of **DR.AGARWAL'S EYE HOSPITAL, THANJAVUR.**

RESEARCH HYPOTHESIS:

1. H_0 there is no significant relationship between the gender and satisfaction of current job.
2. H_0 there is no significant relationship between the income level and the satisfaction of current job.
3. H_0 there is no significant relationship between the experience and the satisfaction of current job.

TOOLS USED FOR ANALYSIS:

This part of study is mainly focused on verifying main objectives of the study. Research used SIMPLE PERCENTAGE ANALYSIS, CHI-SQUARE, CORRELATION, REGRESSION AND ONE WAY ANOVA as statistical tool for analysis of data.

(i) CHI SQUARE TEST:

HYPOTHESIS 1:

RELATIONSHIP BETWEEN THE GENDER AND SATISFACTION LEVEL TOWARDS JOB :

STATISTICAL INFERENCE:

$C.V=4.57$
 $T.V=9.488$
 $C.V<T.V$

NOT SIGNIFICANT**HO (NULL HYPOTHESIS):**

There is no significant relationship between gender of the respondents and satisfaction current job.

HA (ALTERNATIVE HYPOTHESIS):

There is a significant relationship between gender of the respondents and satisfaction current job.

$$\begin{aligned} \text{DEGREES OF FREEDOM} &= (r-1)(c-1) \\ &= (5-1)(2-1) \\ &= (4) (1) \\ &= 4 \end{aligned}$$

4 at 5% Level of Significance.

$$C.V < T.V$$

Hence, the Null Hypothesis is accepted, Alternative Hypothesis is rejected.

RESULT:

There is no significant relationship between the gender and satisfaction current job..

(ii) ANOVA:**NULL HYPOTHESIS:**

There is no significant ANOVA between gender and the satisfaction current job.

CONCLUSION:

Calculate F value is 43.06 and F critical value 3.88 so calculate value is more than the table value so null is rejected.

(iii) CORRELATION:

Calculation value is 0.0772 and so I concluded that there is no significant correlation between rate statement and welfare facilities for progress of the hospital.

IV. OBJECTIVES**Primary data**

- To study about the employee retention in Dr.Agarwal's Eye hospital

Secondary Data

- To find whether the job happiness from meeting a need or reaching a goal and working condition leads to employee staying on the job.
- To explore the influence of the following things that decides other things on employee staying on the job. a) Career opportunities, b) Superior support, c) Rewards and recognition.

V. SCOPE OFB THE STUDY

A study on employee staying on the job describes to attracting and keeping/holding the workers who are talented, new and interesting and dedicated to excellence with respect to the response from the executives. it is not about managing retention. It is about managing people. If an organization manages people well, employee staying on the job will take care of itself. Organization should focus on managing the work conditions to make better use of the available human valuable things.

VI. LIMITATION OF THE STUDY

- Most of the workers were slow to act to give honest information ,which proved to be a restriction in getting a clear picture about the topic in hand.
- Time is the main restriction so the person who works to find information cannot spent that much time to meet worker to get the maximum information.
- The person who works to find information provides more explanation towards the people who responded for their understanding and to get the information.

VII. FINDING AND SUGGESTION**FINDING**

- Majority (71%) of the Respondents are Female.
- Majority (75%) of the Respondents belongs to the age group of 21-31 years.
- Majority (82%) of the Respondents are Unmarried.
- Majority (36%) of the Respondents are having the Educational qualification as Diploma.
- Majority (36%) of the Respondents are Professional as Nurse.
- Majority (58%) of the Respondents are Monthly income as Rs.15000-30000.
- Majority (60%) of the Respondents Satisfied toward Satisfied with current job.
- Majority (50%) of the Respondents Satisfied toward Work load.

- Majority (40%) of the Respondents Neutral toward Game and culture events.
- Majority (40%) of the Respondents Neutral toward Working Environment.
- Majority (46%) of the Respondents Highly satisfied toward Level of Satisfaction Welfare measure.
- Majority (40%) of the Respondents Highly satisfied toward Relationship between your superior.
- Majority (60%) of the Respondents Strongly Agree toward Company policies and procedure restricting.
- Majority (46%) of the Respondents Strongly Agree toward Facing with critical situation.
- Majority (56%) of the Respondents Strongly Agree toward work-life Balance.
- Majority (59%) of the Respondents Strongly Agree toward Training programs.
- Majority (86%) of the Respondents Strongly Agree toward Organization treating.
- Majority (54%) of the Respondents Strongly agree toward Three R's will increase Employee Retention.
- Majority (40%) of the Respondents Strongly Agree toward No barrier communication.
- Majority (54%) of the Respondents Strongly Agree toward Employee retention plays vital role.
- Majority (68%) of the Respondents are Strongly Disagree toward Poor working condition.
- Majority (85%) of the Respondents are Strongly Disagree toward Poor salary and benefits.
- Majority (61%) of the Respondents are Neutral toward Lack of training and development.
- Majority (60%) of the Respondents are Neutral toward Lack of career and development.
- Majority (60%) of the Respondents are Neutral toward Lack of time to spend with family.

SUGGESTION

- Employee should be motivated to welcomes the changes.
- Management should provide a forum for generating new ideas and suggestions for improvements.
- Reward for good performance should be immediately implemented.
- Management should assign proper responsibilities to employees.
- Good performance of an appraise should be rewarded through scope for performance.
- The company can give a chance to the workers to express their views.

VIII. CONCLUSION

Employee retention has become a vital issue to be focused upon in the present global arena. The study reveals that even though the employee retention level is satisfactory. It still can be enhanced by making use of the above recommended suggestions. If the company care for its employees by providing sufficient welfare facilities, incentives, working environment, remuneration, proper relationship with employees, to create better enhancement with employees. So this not only makes the employees feel satisfied with their job and working environment, but also makes them to sustain for the maximum period of time and to achieve the goals of the organization successively.