

FACTORS AFFECTING THE PRIVATE AND GOVERNMENT EMPLOYEES TO QUIT THE JOB: in KUMBAKONAM REGION

KANCHANA PRIYA . V,

MBA 1st year,

Department of Management Studies,
Periyar Maniammai Institute of
Science and Technology,
Thanjavur – Vallam.

DR. RAJANDRAN. K V R,

Associate Professor & Head,

Department of Management studies,
Periyar Maniammai Institute of
Science and Technology,
Thanjavur – Vallam.

Abstract

Employee Turnover is an important issue in the field of Human Resource Management. This research is to identify the major reasons for the turnover of private and government employees. A random sample of size 109 is selected. This research reveals that there is a significant relationship between some factors and the turnover. From this study, we may come to know that not getting proper promotions, excessive working hours and working load and not having decision making power are the major causes for turnover.

Keywords: Employee Turnover, Private and Government employees, Kumbakonam town, TamilNadu, India

1. Introduction

Employee turnover is a common human resource management (HRM) term used to specify the withdrawal of the job from an organization. Employee turnover is an interminable issue. It is important to find the reasons behind the questions why employees quit the job. This study is to identify the prominent reasons for the employee turnover in Kumbakonam region, which is located in TamilNadu, India.

2. Literature Review

Henry Ongori, (2007) stated the sources of the employee turnover, the distinction between the voluntary and involuntary turnover and some of the strategies to handle turnover has been stated.

Adnan Iqbal, (2010) identified the causes and consequences of employee turnover

and stated the managerial implications to control the employee turnover in Saudi Organizations.

Yanjuan Zhang, (2016) concluded that the three aspects such as personal factor, organization and work factor, social and economic factors has a comprehensive understanding about employee turnover.

Sahidur Rahman, Kafil Uddin, Sharmin Akther, (2008) stated that skilled labours are the important reason for productivity, so it is important to identify the factors for the turnover of skilled employees, so that we can reduce the turnover for the betterment of the organization .

Collin Lye Chin, (2018) identified the factors of job satisfaction which has the relationship with employee turnover in Malaysia.

3. Research Methodology

Sample Size - 109

3.1. Data Collection

Primary Data

The primary data was collected from certain areas of Kumbakonam (Thanjavur dt.).

Secondary Data

The sources for secondary data are articles and journals.

3.2. Population and Sample Size

Total Population - 150

3.3. Sampling Technique

Simple Random sampling technique was used.

3.4. Data Analysis Tool

Data Analysis Tool – ANOVA-Single factor.

3.5 Hypothesis

H0: There is no significant relationship between the factors and the employee turnover.

H1: There is a significant relationship between the factors and the employee turnover.

4. Data Analysis

TABLE: 4.1
ANOVA

<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F crit</i>
Between Groups	43.65	9	4.85	3.79	0.000098	1.88
Within Groups	1379.72	1080	1.27			
Total	1423.37	1089				

The table: 4.1 shows that the calculated value of F is 3.79 which is more than the table value of 1.89 at 5% level. This analysis supports the alternate – hypothesis (**H1**). So from this it is evident that there is a significant relationship between the factors and the employee turnover.

TABLE: 4.2

Variables	Mean of overall responses
working hours	3.422018349
excessive workload	3.412844037
not comfortable with co-workers	2.917431193
insufficient salary	3.155963303
not getting appreciations	3.174311927
far away from home	2.917431193
rare promotions	3.532110092
Not having decision making right	3.302752294
not matching with skills	3.155963303
not helpful for personal improvement	3.055045872

From table: 4.2 It is clearly shown that the mean value of the factor “**rare promotions**” (3.53) is comparatively higher than the other factors. The mean value of the “**working hours**” (3.42) is also higher and it is also a main reason for employee turnover.

5. CONCLUSION

This study reveals that the factors affect the employee turnover. It also shows that getting rare promotions, excessive working hours and workload and low decision making power leads them to quit their job. So they must be provided with proper promotion and the working hours should help in their work-life balance.

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