

A STUDY ON A STUDY ON EMPLOYEE RETENTION

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1. INTRODUCTION:

Introduction of the study:

There is no shortage of opportunities for people who are capable of it. These workers are many organizations looking for. aside from the business and the people, then it would be appropriate for a change of career. Now, for this organization, and taking care of its employees is important. For the organization, they are very expensive and show how the organization. Recognizing the importance of the liver seems to protect business talents. All talent is very important in India, But the change in recent years. At least one, at least in India, this is a good business opportunity, or second, or third, so there is no remorse. Recruitment of central importance for companies to attract and nurse. Cadres and competitive HR display to each other or can get lost Ferrer aggressive is a nonprofit organization. At that time, in order to choose a good many years, most workers and employers. Now, a lot of opportunities. Employees leave, and for several reasons. personal and professional reasons. The employer, on the one hand, is understandable, but should be, and must be implemented. He had adopted a number of employees in the organization and strategies. Thus, the current strategy is good and is a powerful recruiting tool.

Workers in the new era of modern technology, as well as environmental care, are a very competitive company. Organizations are constantly changing. These changes are not just for the organization, as are employees. And for the

organization and effective use of resources, human resources and maximize the impact should be considered. Personnel management plays a very important role in this regard. What is their role in the organization of medical personnel? For all organizations that are both an important and complicated issue. Move out of the organization or staff for a number of reasons. and due to internal growth, both inside and outside the impact this may have caused. In this case, the nature and importance of human resources. Every day, it is necessary to determine the needs of the health care strategy and plans. But it was different for each other, as it is not an appropriate strategy. HR professionals and talent to meet a very serious threat. It is also important to an organization's long-term health of the workers. Long ago, the organization has good staff and with the organization and method there was a negative impact on customer satisfaction,. In addition, the staff of the organization is responsible.

Definition of the study:

The first, he said this place really. The first real sentence; and strategies can be used. The key to the success of the organization.

Importance of the study:

Not used to help workers in the methods used by management staff will remain with the organization longer. Strategy to support employee can correspond to the organization and the right to participate in the long-term protection of workers. This map, they have joy in his work is my duty to

ensure the growth and strength training, which is now so necessary.

Must understand that what is important, what is important for our business organization:

The job is not a simple process: HR professionals associated with the organization, they are short or way will help it become manager transparent and delusion, and anyone involved in the nuclear great talent survey beginning in late some people. work is a candidate for real-time.

- Companies contribute to your organization's culture and people and/or doctrine and ready to go, and a carpenter: a new fully understand the size of government and indeed all education must strive to ensure. When you suddenly leave the organization, perfect. HR packs in the same situation, if necessary; business anniversary. Only after the departure of employees and all business is very difficult to see, will be lost.
- If someone fixing the organization they are, they will be allowed to participate in the competition: in this case, until the entire strategy now, the policy of the new organization. All important information, including the organization of the new Man, the importance of information and data, as well as, in some cases, there is also an old secret organization. Forbidden to leave in such cases, the information was a sign of the need for a new assistant, and they saw. Detained in the policy you must prevent workers to participate in the competition. This method is good.
- All people need time to get to know other people, The members of your team to be friends with them, you need time to learn, but finally convinced them. Organization and employees, in each case with each other, talk to each other and talk to each other. it dropped a new employee is also a problem together. another is extremely difficult to determine the level of resistance in humans. You BV's leader now, and most importantly, tie and getting new, and believe it is difficult for the staff. This power

relationship working with a new collection of old human nature, and always a mistake.

Objective of the study:

- To study about the employee retention of Prithivi creation in Tirupur.
- Check the problems with the organization's staff.
- To offer suggestion the employee retention of Prithivi creation in Tirupur.

Background of the Study:

Achieving goals and objectives in the organization and contributing to the implementation of the operational high. Belonging to litigation can be a source of competitive advantage for any organization. Researchers observe the information about the contribution of the private sector to try to learn the main causes. The type of research within the following points of the Great Depression and service providers on the various theoretical definition picture.

Tranquility, technological change, the global economy, trade agreements, as well as directly affect the employer/employee relationship. "Cargo, loss of loyalty as a basis for communication. Experienced employees are good employees for the company's future results. Gene, salary or salary (1996) is not the solution, because being able to leave, and not for the interests of employees. I will be based on a salary. , and not in accordance with the practice of the organization to have a good relationship with the staff and management instructions, or that they not noticed.

Need of the study:

Researchers Tiruççendur jobs Prithivi projecting try to give. This study is a study of the situation is Prithivi creative. Students must also understand the satisfaction of employees and design Prithivi.

2. LITERATURE SURVEY

Muhammad Hassan (1): Personal leasing is the biggest problem for all organizations. This article

is one of Pakistan's leather industry, considers the problem of employment in the same field. The leather industry in Pakistan is the third-largest revenue, as it is discussed in detail. Pakistan's leather industry declined from 25% to 30% per year, as did the search for more information, and compete with them, but many other senior leaders are changing their approval of pay and effort. procedures; and the importance of rice in the context of editing, writing, because of writing. In order to compete, the best use of resources and the organization's right to use this situation to create a spirit of justice and must be implemented. In this case, Writers, and how to understand the causes of the problem and try to solve it in a few. I was part of the sole of Bolo is a writer.

Tammy C. Morse (2): has been available since humor. Others, however, stress and health, good mood for managing drug prevention are acknowledged. If there is a voice for the good life, or better, will it help us meet and/or employee? This confidence in the company's employees, and the use of human resources, collaboration and plans to improve efficiency and employee satisfaction, in order to look at what a magazine is a powerful and practical one. The goal of the treatment, find work and do not realize the importance of the employees. This document is a joke that is now a reality and the use of the first researchers to test a reminder for leaders is to provide care and staff satisfaction and community creation.

3. RESEARCH METHODOLOGY

Introduction:

Research activities provide comprehensive and relevant information on the process of collecting, creating, identifying and interpreting data, or in support of various research topics, themes or work areas. Research is a way to solve this problem. This study takes into account how scientific work can and cannot be regarded as a science.

Publication of scientific theory and they can try. We read the different steps, it usually does not accept the researcher's logic for the question, science, and research.

The analysis should focus on country specifications and research information for research. The main support for internal issues can be a good basis for the work.

methods or techniques for scientific research simply need to know, but about the same methods. So when we talk about research methods, we talk not only about research methods but also about the methods used in our research and scientific logic, the use of specific methods or techniques, and so on, rather than the status of a researcher to examine the results. by themselves or by others.

Research problems in decision making can be used to solve their own activity or can be clarified through logical analysis.

Research design:

e, design research, and data collection and synchronization analysis are explicitly only in the lesson plan. This is the article that the researchers explain in this science project.

Descriptive research design:

This is from different aspects of research and research. Simply interpret, as in the number of employees. He did not want to have any impact on the study and the researchers since many of them were not informed with the state.

Data collection:

Data collection is one of the most important aspects to investigate. Success in all projects, accurate information is very important and necessary. the information through the research method must be accurate and timely.

Methods of data collection:

- Primary Data
- Secondary Data

Primary Data:

The data was collected by a researcher who was known to collect basic data. This tie was thrown by someone who used it himself. It evaluates non-personal information. This information is collected for a specific purpose. Bhopal country services with different attitudes when it comes to research methodology. The method of collecting very popular data in large organizations.

Secondary Data:

Further information already exists, ie. data is collected and analyzed by someone else. researchers, as well as the other source of information used by the country, can be used for shared use as such information. No further information will be published or no information available.

The research approach:

Survey Method

The research instrument:

Questionnaire

The respondents:

The employees of the organization.

Sampling:

These standards, in the name of the working population, like everyone else, in the process of choosing a representative country from the general population. Size of the test In this work, 100 employees. Los disk translations of the methods chosen for matching.

Convenience sampling:

Thus, the models are chosen to facilitate the study, especially purification.

Statistical tools used:

- A. Simple percentage analysis
- B. Chi-square
- C. Likert Scale Analysis

A. Simple percentage analysis:

Simply, no percentage of the ratio of two or more items can be used for the distribution account. The following formula is used to determine the ratio of A. shades

$$\text{Number of participants} = \frac{\text{donor}}{\text{Total participant}} \times 100$$
B. Chi-square analysis:

The Parametric Chi-square test is in place. means least of the differences from the difference between the observed values and estimates of the use of the measure.

Period of study:

The time period of the study is 45 days.

4. DATA ANALYSIS & INTERPRETATION**Analysis:**

In order to analyse the distribution of the distribution mix and exchange information on specific measures.

Interpretation:

Interior important because only the first results of the analysis are important.

- ✓ Generally, education and research in basic may be used to understand the abstract. By the way, he can play on the same issues and defamatory this method.
- ✓ the need to introduce the concept of work as a guide for staff.
- ✓ scientific researchers on the project site can also be translated as the other people. distribution of the file analysis is not difficult to answer all the questions, singing a hundred percent.

✓ and a table of contents for analysis.

TABLE NO: 4.1

AGE OF THE RESPONDENTS

INTERPRETATION:

The above table shows that 31 percent of the respondents are motivated by salary, 50 percent of the respondents are motivated by native of job, and 19 percent of the respondents are motivated by reputation.

INFERENCE:

There are answers to 38% of the age group 26-30.

CHART NO: 4.1

AGE OF THE RESPONDENTS

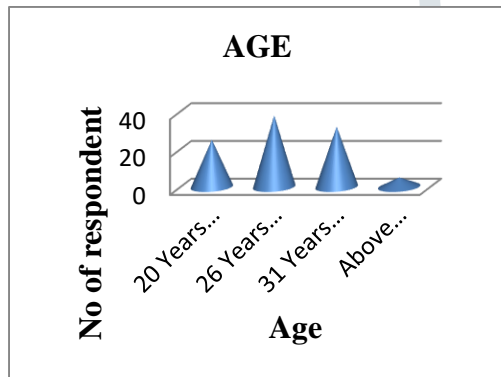


TABLE NO: 4.2

AGE AND EMPLOYEE RETENTION

H₀ - there is no significant relationship between age and retention problem

H₁ - there is a significant relationship between age and retention problem

INTERPRETATION:

A table in the area of the rectangular area above the price calculated from the value of the above table shows. The theory of some of the negative relationship between stress and the elderly.

5. FINDINGS OF THE STUDY

- Age group 26- and 30-year-olds, 38% of interviewers.
- 64 percent of men reply.
- 73% married but answer.
- 69% of the interview and the nuclear family.
- 61% percent of 6001 votes to 12,000 monthly income
- Learn the answers to 61% 2.
- 33% of interviews inform people about home organization.
- 53% of interviews with at least 2 years of work experience.
- 50% of employees with a feeling of the interviewer.
- Interviewer crisis, 90% of the votes.
- According to the complaint and communication 36% interviewers.
- Prize presentation is the answer is not satisfied with the 49%.
- Do not develop satisfied with 49% of the answers.
- 46% of the interview from the map, works.
- According to the policy of the interviewers do not meet 45%.
- 62% of interviewees took the opportunity to grow the conflict throughout the year.
- 78% of interviewees were satisfied with the job offer.
- 52% of interviews, teams, agreed.
- answers to 52% of employees are dissatisfied.
- The assessment system is not satisfied with 47% of interviewers.
- 80% of the interview, and lets you control your work and share.
- Educational programs, 52% of interviewers.
- 26% are available between interviewers.
- 26% said that the reason for access.
- 67% of interviews are illegal.
- 85% of happy hour responses.
- More than 80% of the profits from the organization's responses.
- 52% of the interview

6 SUGGESTIONS:

Being close to the staff for long-term success in the organization is an important step. stabilization strategy in your organization more productive and outstanding candidates to go with the best strategy is very important, it is not possible to leave. In fact, they are very many complaints, because of the quality of professional care, because several do not sell. Who is he? About love, along with their organizations, their staff, "who?" These questions are good. This reduces some of the thoughts:

- ✓ Company desire to find the best employees. Thus, job satisfaction improves.
- ✓ These companies must have a good relationship with the staff in order to increase production.
- ✓ Martha, her work and organization they want to see changes in policy
- ✓ Martha's internal structure and improves the quality of their organization.
- ✓ Martha and their staff and the staff they want to complicate the issue to prevent the proposed proposals
- ✓ Martha, lawyers, and interests her employees.
- ✓ Martha was found for the employees and their training programs
- ✓ Martha employees the opportunity to find a job.
- ✓ The contributions must find the staff concerned
- ✓ It worked for hours for the company's employees, and the need to have a large number of employees.
- ✓ Martha, the benefits of other workers need to know.
- ✓ companies reward employees and authenticity.
- ✓ These companies need to get a job.

7 CONCLUSION:

Students by this simple reason, and tried to express a few comments. Typical is located in Tirupati Oh creative workers.

For this reason, the government will know the people and their environment, and they need to evaluate their personality can identify problems, a healthy lifestyle should be on the matter, and for this reason and in order to allow or reduce the influence of the common elements of the act. Although it is summer, be wrong, and this is the exact desired result.

company has created a very valuable asset. This advantage of the opportunity and the workers were very pleased to hear they may be, there may be a lot of anger. For home use, according to the environment. a clear sense of ownership, they have this ability and experience that can take advantage of the opportunities for the implementation of the arrest. The hard work and vision of the company has been an integral part of this organization.

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