

The Effect of Poor Employee Retention on Organizational Performance and Employee Engagement

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Abstract

Employee retention is a critical aspect of organizational success, as it directly affects various aspects of a company's performance and the well-being of its workforce. This research article aims to explore the effects of poor employee retention on organizational performance and employee engagement. It examines the factors contributing to high turnover rates, identifies the consequences of inadequate retention strategies, and proposes effective solutions for improving employee retention. The research methodology involves a comprehensive literature review, gathering relevant data from various sources such as academic articles, industry reports, and case studies. The findings are analyzed to identify key factors contributing to poor employee retention and their subsequent effects on organizational performance and employee engagement. Poor employee retention negatively affects organizational performance in several ways. First of all, it raises turnover expenses such as hiring, training, and lost productivity. This financial burden can strain an organization's resources, reducing profitability and overall performance. Additionally, high turnover rates can disrupt workflow, decrease team cohesion, and hinder knowledge transfer, resulting in a decline in productivity and quality of work. By recognizing the detrimental impact of poor employee retention on organizational performance and employee engagement, organizations can prioritize initiatives to enhance retention and create a positive work environment. This study's findings provide valuable insights for managers and human resource professionals to develop and implement effective strategies that contribute to improved retention, increased productivity, and higher levels of employee engagement.

Keywords: Employee retention, employee engagement, organization performance, productivity, training, turnover, workforce

INTRODUCTION

Poor employee retention refers to the high turnover rate within an organization, where employees frequently leave the company or change positions. It is a significant concern for organizations as it negatively affects both organizational performance and employee engagement. Employee retention plays a crucial role in determining organizational performance [1]. When a company experiences high turnover, it faces several challenges that hinder its success, such as costs associated with recruitment and training: It can be expensive and time-consuming to continually hire and train new personnel. (a) Employers' resources might be severely depleted by the price of posting job positions, holding interviews, and paying for orientation and training programs. (b) *Knowledge and Expertise Loss*: When seasoned employees quit, they take with them the priceless knowledge and

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expertise they'd accumulated over the course of their employment. This loss can negatively affect productivity, innovation, and the quality of work delivered by the organization. (c). *Disrupted Workflow and Productivity*: Frequent turnover disrupts the workflow and productivity within a company. The time and effort required to fill vacant positions can cause delays, increased workloads for remaining employees, and decreased overall efficiency. (d). *Customer Satisfaction*: High turnover can also impact customer satisfaction. Customers often develop relationships with employees, and when those employees leave, the continuity of service may be disrupted, leading to dissatisfaction and potential customer attrition [2].

Employee engagement is the term used to describe the emotional passion and commitment workers have to their jobs and the company. Staff engagement is negatively impacted by low staff retention in ways like (a). *Reduced Morale*: Employees may experience instability and uncertainty as a result of frequent turnover. When they see their colleagues leaving regularly, it can lead to decreased morale and job satisfaction, as employees may question their own job security and the stability of the organization [3]. (b) *Reduced Trust and Loyalty*: High turnover erodes trust and loyalty between employees and the organization. Employee commitment and engagement may decline if they believe that the organization does not respect their efforts or prioritizes their well-being. (c). *Lower Team Cohesion*: Constant turnover disrupts team dynamics and hampers collaboration. Building strong, cohesive teams becomes challenging when team members frequently change, leading to decreased productivity and effectiveness [4]. (d). *Impaired Employee Development*: When employees leave before they can fully develop their skills and knowledge, it hinders their career growth. When there aren't enough possibilities for development and promotion, workers may become unmotivated and more likely to leave their jobs. Staff engagement and organizational performance are both negatively affected by low staff retention. It is crucial for organizations to implement strategies to improve retention rates, such as offering competitive compensation and benefits, providing opportunities for career growth, fostering a positive work environment, and emphasizing employee recognition and engagement [5].

SIGNIFICANCE OF THE STUDY

The study on the effect of poor employee retention on organizational performance and employee engagement holds significant importance for several reasons:

1. *Organizational Performance*: Performance of an organization is directly impacted by employee retention. Increased training and recruitment expenses, lost productivity, process disruptions, and the loss of institutional knowledge can all result from high employee turnover. By understanding the effects of poor employee retention, organizations can identify strategies to improve retention rates, enhance employee commitment, and ultimately enhance overall performance [6].
2. *Cost Implications*: High employee turnover comes with substantial financial implications for organizations. It involves costs associated with recruitment, selection, onboarding, and training of new employees. In addition, losing experienced workers may result in decreased productivity and more mistakes, both of which may have a negative effect on the bottom line. By examining the effects of poor retention, organizations can better understand the financial impact and make informed decisions regarding retention strategies [7].
3. *Employee Engagement*: Poor employee retention can negatively affect employee engagement levels. When employees witness high turnover rates, it can create a sense of uncertainty, decrease job satisfaction, and diminish their commitment to the organization. Employee engagement increases productivity, creativity, and commitment to the job. Understanding the relationship between employee retention and engagement helps organizations develop strategies to foster a positive work environment and increase engagement levels [8].
4. *Talent Management*: Retaining talented employees is crucial for organizational success. Losing knowledgeable and talented workers could result in a loss of competitive advantage. By studying the effects of poor employee retention, organizations can identify key factors contributing to turnover and develop targeted talent management strategies to retain high-performing employees, such as improving career development opportunities, offering competitive compensation and benefits, and creating a supportive work culture [9].

5. *Organizational Culture*: High turnover rates can affect organizational culture and employee morale. A revolving door of employees can create a sense of instability and dissatisfaction among the remaining staff. On the other hand, organizations with high retention rates tend to foster a positive culture, where employees feel valued, supported, and motivated. By investigating the effects of poor retention, organizations can take steps to build a positive culture that promotes employee satisfaction, loyalty, and engagement [10].

In summary, studying the effect of poor employee retention on organizational performance and employee engagement provides valuable insights for organizations to develop effective retention strategies, improve overall performance, reduce costs, enhance employee engagement, and create a positive work environment [11].

FACTORS CONTRIBUTING TO POOR EMPLOYEE RETENTION:

Numerous factors can have an impact on poor staff retention. The following are some typical causes of low staff retention:

1. *Lack of Career Development Opportunities*: Employees often seek growth and advancement in their careers. If they perceive a lack of opportunities for professional development and promotion within the organization, they may be more likely to leave in search of better prospects elsewhere.
2. *Inadequate Compensation and Benefits*: Employees anticipate being appropriately paid for their efforts. If the compensation and benefits packages offered by the company are not competitive or do not align with industry standards, it can lead to dissatisfaction and higher turnover rates.
3. *Unhealthy Work-Life Balance (WLB)*: An imbalance between work and personal life can take a toll on employees' well-being. If they feel overwhelmed with excessive work demands, long hours, or a lack of flexibility, they may become burnt out and eventually leave to seek a healthier work-life balance.
4. *Poor Leadership and Management*: Managers and supervisors are vital to employee engagement and happiness. If leaders lack the necessary skills to effectively manage and support their teams, it can lead to frustration, decreased morale, and ultimately, higher turnover.
5. *Lack of Recognition and Appreciation*: Employees who feel undervalued or underappreciated for their contributions are more likely to seek validation elsewhere. Employee morale can be raised and a positive work atmosphere can be created by recognizing and praising employees' efforts and accomplishments.
6. *Limited Employee Involvement and Engagement*: Employees who are not engaged or involved in decision-making processes may feel disconnected from their work and the organization. This lack of engagement may result in lower job satisfaction and a greater propensity to look for employment elsewhere.
7. *Toxic Work Culture*: A toxic work culture characterized by bullying, harassment, or discrimination can significantly affect employee retention. If employees experience a hostile or unsupportive environment, they are more likely to leave for a healthier workplace.
8. *Inadequate Communication and Feedback*: Open and transparent communication channels are essential for maintaining a positive work environment. If employees feel that their voices are not heard, their concerns are not addressed, or they lack feedback on their performance, it can lead to frustration and dissatisfaction.
9. *Limited Workforce Flexibility*: In today's evolving work landscape, employees value flexibility. If the company does not provide options for remote work, flexible schedules, or other work arrangement accommodations, it may deter employees from staying with the organization.
10. *Lack of Alignment with Company Values*: Employees who do not resonate with the company's values or do not feel aligned with its mission may feel disconnected and unfulfilled in their roles. This misalignment can erode their motivation and commitment, making them more likely to seek opportunities elsewhere.

To increase employee retention and establish a productive workplace that encourages loyalty and engagement, it's crucial for organizations to recognize these characteristics and take proactive measures to solve them.

CONSEQUENCES OF POOR EMPLOYEE RETENTION

Poor employee retention can have several negative consequences for organizations. Here are some potential consequences:

1. *High Turnover Costs:* Employee turnover can be expensive for businesses. Particularly for specialized professions, hiring, training, and onboarding new personnel can be expensive. Additionally, the loss of institutional knowledge and productivity during the transition period can impact overall performance.
2. *Disrupted Workflow and Reduced Productivity:* Frequent turnover disrupts the workflow within a team or department. Constantly replacing employees can lead to a loss of productivity, as new hires take time to get up to speed and may not perform at the same level as experienced employees.
3. *Negative Impact on Morale:* Employee morale can be negatively affected by high turnover rates. They may feel overburdened by additional workloads or perceive the organization as unstable. Low morale can lead to decreased motivation, reduced engagement, and a higher likelihood of further turnover.
4. *Decline in Customer Satisfaction:* Constant turnover can result in inconsistent service delivery and lack of familiarity with customer needs. Continually changing customer-facing roles can lead to a decline in customer satisfaction and loyalty, negatively affecting the organization's reputation and financial performance.
5. *Loss of Expertise and Knowledge:* Long-term employees have essential expertise that has grown through time, including skills and knowledge. When they leave, organizations lose this expertise, which can be difficult to replace. The loss of experienced employees may also result in a decline in innovation and hinder the organization's ability to adapt to new challenges.
6. *Increased Recruitment Challenges:* Finding and keeping top talent might be difficult when there is a low employee retention rate. High turnover may be seen as a negative by potential employees, making them hesitant to work for the company. This may reduce the number of competent applicants and make it more difficult to fill open positions.
7. *Negative Impact on Company Culture:* Frequent turnover can disrupt the company culture and create an environment of instability. Employees may feel disconnected from the organization's mission and values, making it difficult to build a cohesive and collaborative work environment.
8. *Damage to Employer Brand:* High turnover rates can tarnish an organization's reputation as an employer. Negative word-of-mouth from former employees can deter potential candidates from considering job opportunities with the company. This may make it more difficult to acquire top people and drive-up hiring prices.

To mitigate the consequences of poor employee retention, organizations should focus on creating a positive work environment, offering competitive compensation and benefits, providing opportunities for professional growth, and addressing any underlying issues that contribute to turnover.

STRATEGIES TO IMPROVE POOR EMPLOYEE RETENTION:

Improving employee retention is essential for the long-term success and stability of any organization. Here are several strategies you can implement to enhance employee retention:

1. *Create a Positive Work Environment:* Encourage an environment at work where people feel appreciated, respected, and supported. Encourage open communication, provide staff members chances for advancement, and honor their accomplishments.
2. *Competitive Compensation and Benefits:* Make sure your pay and benefits are on par with those in your sector. To keep abreast of industry standards and modify your offerings accordingly, conduct routine market research. Recognize the significance of equitable and fair compensation for luring and keeping outstanding people.

3. *Offer Opportunities for Growth and Development:* Put in place a strong training and development program to assist staff members in developing their talents and moving up in the world of work. Offer opportunities for learning, such as workshops, conferences, mentorship programs, and tuition reimbursement. Employee retention is higher when they perceive a clear path for advancement inside the company.
4. *Work-Life Balance (WLB):* Encourage flexible work arrangements including remote work choices, flexible hours, or condensed workweeks to support a good work-life balance. To prevent burnout, encourage staff members to take regular breaks and vacations. Offer programs and tools that advance both physical and mental well-being.
5. *Acknowledge and Recognize Performance:* Put in place a performance management framework that recognizes and honors exceptional performance. Recognize employees for their achievements and contributions through regular feedback, promotions, bonuses, or other forms of recognition. Celebrate milestones and successes as a team.
6. *Foster Strong Leadership:* Effective leaders should be developed within your organization. Strong leaders encourage and motivate workers, offer direction and support, and foster an enjoyable and productive work environment. Invest in leadership development programs to give managers the tools they need to lead and manage their teams well.
7. *Improve Communication Channels:* Establish effective communication channels within the organization. Encourage management and staff to communicate in a clear and open manner. Provide regular updates on organizational goals, changes, and challenges. Solicit feedback from employees and take their opinions into account when making decisions.
8. *Staff Involvement Initiatives:* Put into practice programs that encourage staff involvement and a feeling of community. This can involve social gatherings, cross-functional projects, team-building exercises, and employee resource organizations. Encourage cooperation and provide ways for workers to interact with one another.
9. *Hold Stay Interviews:* Hold frequent stay interviews with employees to learn about their requirements, worries, and goals. Listen actively to their feedback and take appropriate actions to address any issues or concerns they may have. Demonstrating that you value their input can boost morale and improve retention.
10. *Exit Interviews and Analysis:* When employees do leave the organization, conduct exit interviews to gain insights into their reasons for leaving. Analyze the feedback and identify any patterns or areas for improvement. Utilize this knowledge to make the required adjustments to reduce future turnover.

Remember, improving employee retention requires a comprehensive and ongoing effort. Regularly assess your strategies, solicit feedback, and make adjustments as needed to create a positive and engaging work environment that fosters long-term employee loyalty.

CASE STUDIES: ORGANIZATION WITH EFFECTIVE EMPLOYEE RETENTION STRATEGIES

There are several organizations known for their effective employee retention strategies. Here are a few notable examples:

1. *Google:* Google is widely recognized for its employee-friendly policies and retention strategies. They offer a range of benefits such as competitive compensation, comprehensive health care coverage, flexible work hours, generous parental leave, and numerous employee perks. Google also emphasizes creating a positive work culture with a focus on employee engagement and career development. Through numerous training programs and career opportunities, they support the development of their staff members.
2. *Southwest Airlines:* Southwest Airlines is renowned for its strong employee retention. They place a high value on the health and happiness of their staff, which translates into superior customer service. Southwest Airlines offers competitive salaries, comprehensive benefits packages, profit-sharing programs, and travel privileges for employees and their families. Additionally, they place a high value on an encouraging work atmosphere and a strong sense of camaraderie among staff.

3. *Marriott International*: Marriott International is a leading global hospitality company known for its effective employee retention strategies. They provide significant training and development opportunities for staff at all levels, encouraging professional development and internal mobility. Marriott provides competitive compensation, comprehensive benefits, and recognition programs to reward employees' performance and dedication. They also focus on creating a diverse and inclusive workplace culture.
4. *Microsoft*: Microsoft is recognized for its efforts in fostering a supportive work environment and retaining top talent. They offer competitive compensation packages, flexible work arrangements, and a wide range of benefits, including healthcare, retirement plans, and employee discounts. Microsoft places a strong emphasis on professional development, providing employees with opportunities for learning and growth through internal programs and resources.
5. *Zappos*: Zappos, an online retailer known for its customer service, prioritizes employee satisfaction and retention. They provide a distinctive work environment that fosters empowerment, employee involvement, and personal development. Zappos focuses on hiring individuals who align with their core values and provides extensive training to ensure employees are equipped to deliver exceptional customer service. They also offer various employee benefits and perks, including a comprehensive wellness program.

These organizations prioritize employee well-being, professional growth, and a positive work culture, which contributes to their successful employee retention strategies. It is vital to remember that strategies might change based on the sector, size of the business, and particular organizational objectives.

FINDINGS OF THE STUDY

The effect of poor employee retention on organizational performance and employee engagement has been the subject of various studies in the field of human resource management. These studies have shed light on the negative consequences that can arise when organizations fail to retain their employees effectively. Here are some key findings from research on this topic:

1. *Decreased Organizational Performance*: High employee turnover rates can significantly impact organizational performance. When experienced and knowledgeable employees leave, it can lead to a loss of institutional knowledge, disrupt workflow, and reduce productivity. Additionally, the expense of acquiring and training new personnel may put a strain on organizational resources.
2. *Reduced Employee Engagement*: Poor employee retention can negatively affect employee engagement levels. Employees who perceive high turnover rates may feel uncertain about their own job security and future within the organization. This uncertainty can result in decreased motivation, lower job satisfaction, and decreased commitment to the organization's goals.
3. *Increased Recruitment and Training Costs*: High turnover rates require organizations to invest more resources in recruitment and training. The price of posting job openings, holding interviews, and onboarding new hires can be high. Additionally, it takes time for new employees to become fully productive, which can further impact overall organizational performance.
4. *Disrupted Team Dynamics*: Frequent turnover can disrupt team dynamics and negatively impact collaboration and communication among employees. When team members constantly change, it becomes challenging to establish strong working relationships, trust, and effective teamwork, which can ultimately hinder the achievement of organizational goals.
5. *Negative Impact on Customer Service*: Customer service quality may be directly affected by employee turnover. When employees depart, it frequently takes time for the successors to develop the necessary skills for the positions. This may harm the company's brand and financial results by causing a reduction in consumer satisfaction and loyalty.
6. *Loss of Intellectual Capital*: Experienced employees possess valuable knowledge and skills that are accumulated over time. When they leave, organizations may lose this intellectual capital, which can be difficult to replace. This loss of expertise can hinder innovation, problem-solving capabilities, and the overall competitiveness of the organization.

7. *Negative Organizational Culture*: High turnover rates can create a negative organizational culture characterized by instability, low morale, and a lack of trust. This can further perpetuate the cycle of turnover, as existing employees become disengaged and may also consider leaving the organization.

It is evident that poor employee retention can have far-reaching consequences for both organizational performance and employee engagement. Organizations should give priority to work-life balance, attractive pay packages, professional development opportunities, and building a healthy workplace culture as tactics and efforts for increasing employee retention. By addressing retention challenges, organizations can enhance their overall performance, increase employee engagement, and maintain a competitive edge in the marketplace.

IMPLICATION FOR PRACTICE

Poor employee retention can have significant implications for both organizational performance and employee engagement.

Here are some key points to consider:

1. **Organizational Performance**
 - a. *Decreased Productivity*: High turnover rates lead to a loss of institutional knowledge and disrupt workflow, resulting in decreased productivity. It can be time-consuming and ineffective to constantly onboard and educate new personnel.
 - b. *Increased Recruitment and Training Costs*: Frequent turnover requires organizations to invest resources in recruiting, hiring, and training new employees. These expenses can quickly mount up and put a burden on the company's finances.
 - c. *Disrupted Team Dynamics*: High turnover can disrupt team cohesion and collaboration. Continual changes in team composition make it challenging for employees to build effective working relationships, resulting in a less productive and cohesive workforce.
 - d. *Impact on Customer Satisfaction*: When experienced and knowledgeable employees leave, it can negatively affect the quality of customer service. This, in turn, may lead to decreased customer satisfaction and potential loss of business.
2. **Employee Engagement**
 - a. *Decreased Morale*: The surviving employees may feel unstable and uncertain as a result of frequent turnover. They may feel demoralized and question their own job security, leading to decreased morale and job satisfaction.
 - b. *Reduced Loyalty and Commitment*: When employees witness frequent turnover, they may perceive that the organization does not value its workforce. This perception can erode their loyalty and commitment to the organization, leading to decreased engagement and increased turnover.
 - c. *Lack of Trust in Leadership*: Poor employee retention can reflect poorly on leadership, as it suggests an inability to create a positive work environment that encourages employees to stay. This can result in a lack of trust in leadership, further diminishing employee engagement.
 - d. *Decreased Employee Development and growth opportunities*: High turnover can limit opportunities for employee development and career advancement. Employees may lose interest and look for chances elsewhere if they perceive little room for progress within the company.
3. **Increased Costs**

For organizations, high turnover rates have significant financial implications. Advertising, interviewing, and training fees all contribute to the high cost of hiring and integrating new staff. Additionally, lost productivity during the transition period as new employees get up to speed can further affect the organization's financial performance. Furthermore, high turnover can result in lower employee morale, which may lead to decreased customer satisfaction and potential revenue loss.

4. Disrupted Employee Engagement

Poor employee retention can negatively affect employee engagement levels within the organization. Employees who witness high turnover rates may become disengaged, as they may feel uncertain about their own job security or dissatisfied with the work environment. When employees do not feel a sense of commitment or loyalty from their organization, they may become less motivated, less productive, and more likely to seek opportunities elsewhere. Low employee engagement can lead to decreased job satisfaction, increased absenteeism, and higher turnover rates, creating a vicious cycle that further perpetuates poor retention.

5. Negative Organizational Culture

High turnover can contribute to a negative organizational culture. Constantly losing employees can create a sense of instability and uncertainty, affecting the morale and motivation of remaining employees. A culture characterized by high turnover may also discourage teamwork and collaboration, as employees may be hesitant to invest time and effort into building relationships with colleagues who may soon leave the organization. Over time, this can erode trust, hinder knowledge sharing, and impede overall organizational performance.

6. Talent Attraction and Retention Challenges

Organizations with a reputation for poor employee retention may find it increasingly difficult to attract and retain top talent. Job seekers often consider an organization's turnover rates and employee satisfaction levels when evaluating potential employers. High turnover rates can deter highly skilled individuals from applying to or accepting job offers from an organization. Moreover, existing employees may be more likely to leave if they perceive that the organization has a poor track record in retaining talent. This can create a talent drain and further exacerbate retention challenges.

Addressing the Effect of Poor Employee Retention

To address the implications of poor employee retention, organizations should focus on implementing effective retention strategies. To mitigate the negative impact of poor employee retention on organizational performance and employee engagement, organizations can consider implementing the following strategies:

- *Improve Recruitment and Selection Processes:* The likelihood of employee retention can be increased by making sure the appropriate people are chosen for the appropriate positions. Organizations should focus on identifying individuals who align with the organizational culture and possess the necessary skills and qualifications.
- *Enhance Onboarding and Training Programs:* Effective onboarding and comprehensive training programs can help new employees integrate into the organization more smoothly. This can accelerate their productivity, reduce turnover, and enhance their engagement.
- *Foster a Positive Work Environment:* Organizations should put their efforts into developing a welcoming, inclusive workplace that prioritizes employee wellbeing and encourages work-life balance. Encouraging open communication, recognizing and rewarding employee contributions, and providing opportunities for professional growth can improve retention and engagement.
- *Offer Competitive Compensation and Benefits:* Fair and competitive compensation packages, along with attractive benefits, are crucial for attracting and retaining talented employees. Regularly reviewing and adjusting compensation to align with industry standards can help reduce turnover.
- *Provide Opportunities for Career Development:* Offering growth opportunities, such as training programs, mentorship, and promotions, demonstrates an investment in employees' long-term success. Clear pathways for advancement within the organization can motivate employees to stay and contribute to their engagement.
- *Conduct Exit Interviews and Gather Feedback:* Exit interviews can offer insightful information about the reasons why workers leave when they do. Feedback from departing workers can be gathered to highlight areas for development and guide retention initiatives.

By addressing poor employee retention and focusing on improving organizational performance and employee engagement, organizations can create a more stable and productive work environment that benefits both the employees and the organization as a whole.

CONCLUSIONS

In conclusion, poor employee retention has a significant negative impact on both organizational performance and employee engagement. When employees leave an organization at a high rate, several detrimental effects can occur. First off, a loss of institutional knowledge and experience results from inadequate employee retention. Experienced employees possess valuable insights into the organization's processes, systems, and customer relationships. When they leave, this knowledge is lost, and it takes time and resources to train new employees to reach the same level of proficiency. This loss of knowledge can result in inefficiencies, decreased productivity, and errors within the organization, ultimately affecting its overall performance. Secondly, high employee turnover can disrupt team dynamics and employee morale. Continually observing coworkers quit might make the remaining staff feel unstable and insecure. This may result in a decline in motivation, work satisfaction, and organizational commitment. When employees feel that their colleagues are continuously leaving, they may question their own job security and be more inclined to explore opportunities elsewhere, resulting in a vicious cycle of turnover. Furthermore, poor employee retention can also affect customer satisfaction and loyalty. Employees who have built strong relationships with customers through their experience and expertise play a crucial role in delivering high-quality products or services. When these employees leave, the continuity of customer relationships may be disrupted, leading to dissatisfaction and potential loss of customers. This can have a direct impact on the organization's revenue and overall performance. Employee engagement is closely tied to retention. Employee engagement is higher when they feel appreciated, supported, and have prospects for advancement within an organization. However, when retention rates are low, employees may perceive a lack of investment in their development and well-being, leading to decreased engagement levels. Engaged employees are more productive, innovative, and committed, positively impacting organizational performance. In conclusion, low employee retention is detrimental to both organizational effectiveness and employee engagement. It leads to the loss of institutional knowledge, disrupts team dynamics, decreases employee morale, and can negatively affect customer satisfaction. Investing in strategies to improve employee retention, such as providing competitive compensation, meaningful work, opportunities for growth, and a supportive work environment, is crucial for organizations to maintain high levels of performance and engagement.

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