

A Study on Employee Retention and References in Quess Corp Pvt Ltd, Coimbatore

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Abstract

Worker Retention includes going to lengths to urge representatives to stay in the association for the greatest timeframe. It is a cycle where the workers are encouraged to remain with the organization for the maximum period of time or until the completion of the venture. Worker maintenance is gainful for the association just as the representative. Viable representative maintenance is an orderly exertion by managers to establish and cultivate a climate that urges current workers to stay utilized, by having approaches and practices set up that address their assorted necessities. Maintenance of key workers is basic to the drawn out wellbeing and achievement of any association. It's undeniably true that holding the best workers guarantees client satisfaction, increased product sales, satisfied colleagues and reporting staff, viable progression arranging, and profoundly implanted hierarchical information and learning.

Keywords: Employees, retention, organization, recruiting, staff

INTRODUCTION

Retention and maintenance matters, as hierarchical issues like preparing time and speculation, lost information, shaky workers, and an exorbitant competitor search are involved. Henceforth, neglecting to hold a key representative is an expensive recommendation for an association. Different evaluations recommend that losing a center administrator in many associations costs up to multiple times his compensation. Corporate is confronting a great deal of problems in employee retention these days. Recruiting information capable individuals for the occupation is fundamental for a business, however maintenance is significantly more significant than employing.

There is no deficiency of chances for a skilled individual. There are numerous associations which are searching for such representatives. On the off chance that an individual isn't fulfilled by the work he's doing, he might switch over to another more reasonable work. In the present climate it turns out to be vital.

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For associations to hold their representatives. The top associations are on the top since they esteem their representatives and they realize how to keep them stuck to the association. Shrewd bosses consistently understand the significance of holding the best ability. Holding ability has never been so significant in the Indian situation; nonetheless, things have changed lately. In noticeable Indian metrostate least, there is no lack of chances for truly incredible, or in any event, for the second or third best. Maintenance of key workers and treating steady loss inconveniences

has never been so imperative to organizations. In a seriously aggressive climate where HR chiefs are poaching from one another, associations can either clutch their workers tight or lose them to contest. For gone are the days when workers would adhere to a business for a really long time for need of a superior decision. Presently, openings are proliferate. Workers stay and leave associations for certain reasons. The explanation might be close to home or expert. These reasons ought to be perceived by the business and ought to be dealt with. The associations are becoming mindful of these reasons and embracing numerous techniques for worker maintenance. A strong retention technique, in this manner, turns into an amazing enrollment device.

IMPORTANCE OF THE STUDY AREA

Worker Retention alludes to the strategies utilized by the administration to help the representatives stay with the association for a more drawn out timeframe. Worker maintenance techniques go far in rousing the representatives so they adhere to the association for the most extreme time and contribute successfully. Since reef fortresses should be taken to guarantee development and learning for the representatives in their present tasks and for them to partake in their work.

Retention of Employee in the Organization

- Hiring is not an easy process: The HR Professional short records not many individuals from a huge pool of ability, conducts preliminary interviews and at last advances it to their specific line chiefs who further barbecue them to decide whether or not they are good for the association. Enrolling the right competitor is a tedious cycle.
- An association puts time and cash in preparing an individual and prepares him to work and comprehend the corporate culture: A newcomer is totally crude and the administration truly needs to make a solid effort to prepare him for his general turn of events. It is a finished wastage of time and cash when a singular leaves an association out of nowhere. The HR needs to begin the enrollment interaction once more for a similar opening a reduplication of work. Finding a right employee for an organization is a tedious job and all endeavors essentially go waste when the worker leaves.
- When an individual leaves his current association, almost certainly, he would join the contenders: In such cases, representatives will quite often take every one of the procedures, policies from the current organization to the new one. Individuals take all the important

Objective of the Study

- To study about the employee retention of Quess Corp. Pvt Ltd in Coimbatore.
- To ascertain the problems of the employee in the organization.
- To offer suggestion the employee retention of Quess Corp Pvt Ltd in Coimbatore.

Background of the Study

The retention of employees has been shown to be significant to the development and the accomplishment of the organization's goals and objectives. Retention of Employees can be a vital source of competitive advantage for any organization. This study attempted to explore the main factors that contribute to employee Retention existing in the private sector in Kuwait. The next paragraphs discuss the Background of the study by clarifying the theoretical framework for the main Problems with employee retention.

Today, changes in technology, global economics, trade agreements, and the like are directly affecting employee/employer relationships. "Until recently, loyalty was the cornerstone of that relationship. The loss of talented employees may be very Detrimental to the company's future success. Outstanding employees may leave an Organization because they become dissatisfied, under paid or unmotivated (Coff 1996), and while trying to retain employees within the organization they may present other challenges as well. They may demand higher wages, not comply with organization practices, and not interact well with their co-workers or comply with their managers' directions.

Need of the Study

The researcher attempts to determine employee's retention in the Quess Corp Pvt Ltd in Coimbatore. This study is designed to explore the main retention factors for Quess Corp Pvt Ltd in Coimbatore employees. The researcher also made an attempt to understanding about Employee's satisfaction and in Quess Corp Pvt Ltd in Coimbatore.

REVIEW OF LITERATURE

Chartered Institute of personnel and development 2007, HRM practices, involves the cultural dimension in its competence, and introduces a number of instruments through which it can effectively stimulate company culture, as well as bring about the mutual binding on the employees with the organization. Employer branding and reputation management have power to give organizations competitive edge in retaining and attracting and getting best performance of their employees, thereby meeting the challenges posed by competition. Organization culture has been responsible for the success most of the HRM processes in the organization be it training and development, performance management etc. (Marce IV an Marrewijk and Joanna Timmers 2003) [1]. As found in a study, activity like training failure can be a manifestation of values and beliefs and assumptions shared by members of various levels of organization culture (Kay J. Bunch 2007) [2].

Understanding the impact of HRM decisions on employee attitudes and behaviour, and the potential effects on organizational performance, has considerable practical importance for local management as well as for central HR practitioners (Garry A. Gelade, Mark Ivery 2003) [3]. There may be no universally best set of HR practices for every firm; we argue that there may actually be no one best set of practices for every employee within a firm. Organizations to utilize human capital strategically, they must be organized in a manner that enables them to do so (David P. Lepak and Scott A. Snell 1999) [4]. Consequently the importance of HR to any business can be found in its leadership role in adding value through being a champion and caretaker of culture. As business leaders look to the future in a gradually improving job market, a number of problems related to culture confront them (Phyllis G. Hartman, SPHR, and John T. Hayden 2005) [5]. The managers and entrepreneurs need to understand the importance of HR practices and procedural justice and its outcomes and OCB with in the firms and its effect son their entrepreneurial activities, which are very important for survival of firms in present dynamic environment (M.R. Dizgah, Sh Gilaninia, H.R. Alipour, A. Asgari 2011) [6]. Corporate leaders can consciously design and build organizational interventions to achieve their goals (Lowell L brayan and Claudia I. joyce, 2007) [7].

Organizations are facing unprecedented challenges. They are increasingly forced to limit their costs, maximize their returns, and act strategically in an extremely complex, global society. Organizations need integrated and innovative solutions. The potential impact of HR is maximized by a more formally integrated HRM, HRD, and ODHRM, HRD, and OD should been courage to thrive in the individuality, but not at the great cost of diminishing the whole of HR's value to organizations (Wendy E. A. Ruona and Sharon K. Gibson 2004).[8] In order to figure out how to induce the necessary changes in behaviors, it is important to analyze what current practices might be influencing the behaviors and attitudes that need to be changed. (Angel Cabrera, Elizabeth F. Cabrera and Sebastian Barajas 1999) [9]. OD is a humanistic approach. Where importance is laid on organization culture, employee attitude and employee participation in achieving organizational objective (Satrina Harvey and Bruce Millett 2001). HRM should not only be looked upon as a cost, as an HR system could be worked out which develops potential to serve organization as a strategic business partner. Alignment has to be found between the values and goals of individuals and collective between organization and employees (Marcel Van Marrewijk and Joanna Timmers 2003) [10]. Ultimately, the path to a high-performance organization is simply a case of improving understanding of people so that a better nurturing work environment can be created and maintained. This allows people to be free to do their jobs in a supportive and positive environment. This also creates the platform for any insecurities to diminish (Minness Kaliprasad, CCE 2006).

RESEARCH METHODOLOGY

Research Design

A research design is purely and simply the frame work plan for a study that guides the collection and analysis of a data. In this study the researcher has adopted descriptive research design.

Descriptive Research Design

It includes surveys and fact finding enquires of different kinds. It simply describes something such as a demographic of employees. It deals with description of the state of offer sasitis and the researchers have no influence on the respondents.

Data Collection

Data collection is one of the most important aspects of research. For the success of any project accurate data is very important and necessary. The information collected through research methodology must be accurate and relevant.

Methods of Data Collection

- Primary Data
- Secondary Data

Testing

It is the method involved with choosing delegate subset of an absolute populace for acquiring information for the investigation of the entire populace the subset is known as test. The example size is chosen for the review 100 workers. The strategies of inspecting unit in this review are accommodation testing.

Accommodation Sampling

In this strategy the example units are picked principally based on the accommodation to the analyst.

Measurable Instruments Utilized

- a. Simple rate examination
- b. Chi-square
- c. Likert Scale Analysis

ANALYSIS AND INTERPRETATION

- H_0 - there is no significant relationship between age and retention problem
- H_1 - there is a significant relationship between age and retention problem.

Chi square

Calculated value = 36.944
 Degree of freedom = 3 Table value = 7.815
 Significant level = significant level of 5%

Interpretation

The above Table 1 shows that the calculated value of chi square is greater than the Table value. The null hypothesis is rejected and there is a significant relationship between age and retention problem.

Table 1. Age and Employee Retention chi-square.

S. No	Particular	Value	Degree of Freedom	Chi-Square Value	Inference
1	Age and Employee retention	36.944	3	7.815	Rejected

Interpretation

The above Table 2 shows that 73 percent of the respondents are married, 24 percent of the respondents are unmarried, and 3 percent of the respondents are widow.

Table 2. Marital status of the respondents.

S. No	Marital status	No of Respondent	Percentage
1	Married	73	73
2	Unmarried	24	24
3	Widow	3	3
	Total	100	100

Majority(73) percent of the respondents are married.

Interpretation

The above Table 3 shows that 8 percent of the respondents are having below 6000 rupees as monthly income, 61percent of the respondents are as monthly income between 6001to 12000, 27 percent of the respondents are between 12001 to 18000 as monthly income and 4 percent of the respondents are between above 18001 as monthly income.

Majority (61) percent of the respondents are between the 6001 to 12000 as monthly income.

Table 3. Salary (Monthly) of the respondents.

S. No	Monthly salary	No of Respondent	Percentage
1	Below 6000 rupees	8	8
2	6001rs to 12000 rupees	61	61
3	12001rs to 18000 rupees	27	27
4	Above 18001 rupees	4	4
	Total	100	100

Interpretation

The above Table 4 shows that 2% of the respondents are ignorant, 61% of the respondents are up to +2, 18 percent of the respondents are up to UG degree, 7% of the respondents are up to PG degree and 12 percent of the respondents are up to recognition.

Majority 61 percent of the respondents are the Education up to +2.

Table 4. Education qualification of the respondents.

S. No	Education	No of Respondent	Percentage
1	Illiterate	2	2
2	Up to +2	61	61
3	Up to UG degree	18	18
4	Up to PG degree	7	7
5	Up to diploma	12	12
	Total	100	100

Interpretation

The above Table 5 shows that 25 percent of the respondents are awareness of the organization in friend, 18 percent of the respondents are awareness of the organization in relative, 24 percent of the respondents are awareness of the organization in neighbour and 33 percent of the respondents are awareness of the organization in nearby home.

Majority (33) percent of the respondents are awareness of the organization nearby home.

Interpretation

From the above Table 6 shows that 53 percent of the respondents are between below 2 years' experience, 38 percent of the respondents are between below 2 years to 4 years' experience, 8 percent

of the respondents are between below 4years to 6 years' experience, and 1 percent of the respondents are between above 6 years' experience.

Majority (53) percent of the respondents are having the experiences below 2 years.

Table 5. Awareness of the organization.

S. No	Know about the organization	No of Respondent	Percentage
1	Friend	25	25
2	Relative	18	18
3	Neighbor	24	24
4	Nearby home	33	33
	Total	100	100

Table 6. Experience.

S. No	Experience	No of Respondent	Percentage
1	Below 2years	53	53
2	2 years to 4 years	38	38
3	4 years to 6 years	8	8
4	Above 6 years	1	1
	Total	100	100

Interpretation

The Table 7 shows that 90 percent of the respondents are have retention problem, and 10 percent of the respondents are have no retention problem.

Majority (90) percent of the respondents are the have retention problem.

Table 7. Retention problems.

S. No	Retention problem	No of Respondent	Percentage
1	Yes	90	90
2	No	10	10
	Total	100	100

Interpretation

The above Table 8 shows that 26% of the respondents are firmly differ in great connection with management, 36 percent of the respondents are differ in great connection with the executives, 30% of the respondents are normal in great connection with the board, 7% of the respondents are concur in great connection with the executives, and 1 percent of the respondent are in great connection with the executives.

Larger part (36) percent of the respondents are differing in relationship with the executives.

Table 8. Relationship with management.

S. No	Relationship with management	No of Respondent	Percentage
1	Strongly disagree	26	26
2	Disagree	36	36
3	Natural	30	30
4	Agree	7	7
5	Strongly agree	1	1
	Total	100	100

Major Findings

- Majority 38% of the respondents are between the age gathering of 26–30years. Larger part 64% of the respondents are male.
- Majority 73% of the respondents are hitched.
- Majority 69% of the respondents are the family unit.
- Majority 61% of the respondents are between the 6001 to 12000 as month to month pay
- Majority 61% of the respondents are the Education upto+2.
- Majority 90% of the respondents are the have maintenance issue.
- Majority 36% of the respondents are differing in relationship with the board.
- Majority 49% of the respondents are the differ in Rewards and Recognition.
- Majority 49% of the respondents are differing in framework.
- Majority 46% of the respondents are having the plan for getting work done in nonpartisan.
- Majority 45% of the respondents are couldn't help contradicting the organization's approaches.
- Ideas:
- The company should provide better motivation to the employees. So that improve the fulfillment of the workers.
- The organization ought to keep a decent connection with the workers that assistance to work on their creation.
- The organization need to change their plan for getting work done and arrangements of the ocratization
- The organization ought to likewise foster their framework office of the ocratization.
- The company want to reduce the employee retention problem and provide promotion offers to their workers
- The organization ought to give employer stability and legal advantages to their representatives.
- The organization ought to give preparing projects to their workers

CONCLUSION

The exploration has a modest endeavor in recognizing the reasons for representative maintenance and concoct a couple of ideas. Quess Corp Pvt. Ltd. in Coimbatore exists an undeniable degree of representative maintenance. In this way, the administration has essentially to concretize individuals and live them alone with a climate where they think that it is conceivable it act properly, distinguish the issue, appreciate the need to determine it, recognize the elements and adding to the issue and act in manners that would it here liminate the easygoing variable sorreduce the irinfluenceon the issues. However slow, the interaction of concretization makes certain to deliver the ideal outcomes directed in legitimate ways.

Representatives include the most imperative resources of the organization. In a work where representatives are not able to use their full potential and not heard and valued, they are likely to leave in light of pressure and dissatisfaction. They need straightforward workplace to work in. In a straightforward climate where workers get a pride and belongingness, where they can best use their latent capacity and understand their abilities. They love to be the fundamental piece of such association and the organization is benefited with a more grounded, dependable work-power holding onto splendid groundbreaking thoughts for its development.

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