

A Study on Impact of Employee Retention Techniques at Team Trans Logistics Private Limited

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Abstract— The objective of perusing this study is to assess the level of satisfaction of employee retention techniques at Team Trans logistics private limited. It is desirable state of existence involving retention strategies generally fall in to one of four categories salary, working conditions, job enrichment and education. These four elements together constitute.

The research design chosen is descriptive type. The sample size taken to conduct the research is 65 employees, for the study the sampling techniques are convenient sampling; structured questionnaire was used for primary data collection. Secondary data was collected from earlier research work various published journals, magazines and online articles statistical tools are used for data analysis. After analyzing the data certain pitfalls are highlighted in which management has to concentrate for improvement

Index Terms— Retention, questionnaire, sampling, improvement

I. INTRODUCTION

Worker maintenance is a procedure wherein the representatives are urged to stay with the association for the greatest timeframe or until the finishing of the task. Representative maintenance is gainful for the association just as the worker. Workers today are extraordinary. They are not the ones who don't have great open doors close by. When they feel disappointed with the present boss or the activity, they change over to the following employment. It is the duty of the business to hold their best workers. On the off chance that they don't, they would be left with nothing more than a bad memory representative. A decent boss should realize how to draw in and hold its workers.

Holding ability has never been so significant in the Indian situation; nonetheless, things have changed lately. In noticeable Indian metros at any rate, there is no lack of chances for the best in the business, or notwithstanding for the second or the third best. Maintenance of key representatives and treating whittling down inconveniences has never been so imperative to organization.

II. REVIEW OF LITERATURE

Kanwal and Muhammad (2013), concentrated on the maintenance of representatives in banks in Pakistan. Research

concentrated on the variables that are in significance to the reward and rewards, fulfillment of representatives with the activity, preparing as a profession introduction supervisory crew work, are the real givers towards the worker's maintenance in an association. It was discovered that preparation and improvement significantly affected the representative maintenance. Others factors that have been perceived in the writing audit had a synergic impact on the workers' exhibition. In this manner it was proposed that both the representatives and the director must work in a group and had a successful cooperation with one another while performing in the collaboration.

Muathe S .et. al (2013) broke down the impact of representative prizes, work fulfillment and HR arrangements on workers maintenance in vodafone ghana constrained. The outcomes demonstrated that associations' reasonable reward framework lead to value and build worker maintenance .The discoveries additionally uncovered that activity fulfillment and good human asset arrangements have positive connection with maintenance. Moreover the investigation likewise distinguished that worker work fulfillment as a solid sign for maintenance. Therefore the examination prescribed that administration of the association ought to give to remain.

III. RESEARCH METHODOLOGY

3.1.1 INTRODUCTION

Research strategy is that the particular system or method acclimated decide, select, process, and dissect data a couple of point. During an examination paper, the approach area allows the per user to fundamentally esteem an investigation's general legitimacy and duty.

3.1.2 TYPE OF RESEARCH

Unmistakable investigation style is utilized during this examination. An enlightening report is attempted in order to set up and portray the attributes of factors of enthusiasm during a situation. Engaging investigation gives data in regards to the populace or universe being considered. Anyway it will exclusively depict the "who, what, when, any place and the way. In this manner enlightening examination is utilized once the objective is genuine and right as feasible.

3.1.3 OBJECTIVES OF THE STUDY

- To identify the employee retention techniques used by the organization.
- To identify the factor that motivates the employees

3.1.4 RESEARCH INSTRUMENT USED

An organized survey has been utilized as an instrument for this investigation. Organized poll is the one where there are

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clear, concrete and foreordained inquiries identifying with the perspectives for which the analyst gathers information. Same survey has been utilized for every one of the Respondents.

3.2 QUESTIONNAIRE DESIGN

The structured questionnaire consists of open ended, multiple choice, close ended, dichotomous questions, etc.,

3.3 DATA COLLECTION

3.3.1 PRIMARY

Survey was readied. Appropriate consideration was taken to outline the inquiries in such a way, that it is effectively comprehended by the Respondents. A large portion of the inquiries were numerous decisions. Individual Interview was likewise directed. The organized meeting strategy was embraced. The meeting was led in English just as in Tamil on a helpful date and time as determined by the Respondents.

3.3.2 SECONDARY DATA

Optional information is the information gathered from readymade data. These are recycled data which has been as of now accumulated and put away in sites and distributed as diaries, books, and writing.

3.4 PERIOD OF STUDY

The study was undertaken for a period of one month in June 2019.

3.5 SAMPLE SIZE

65 workers have been taken for the investigation.

3.6 SAMPLING METHODS

3.6.1 POPULATION

A populace can be characterized as including all individuals or things with the attributes, one wish to think about.

3.6.2 SAMPLE

As examining the whole populace is tedious and here and there non efficient, by and large a piece of the populace is distant from everyone else chosen for study which is called test.

3.6.3 SAMPLING PROCEDURE

Accommodation inspecting might be a particular style of non-likelihood testing procedure that relies upon learning arrangement from populace individuals conveniently out there to take an interest in study.

3.7 LIMITATIONS

- There might be inclination in the gathered data.
- Some representatives waver to uncover the subtleties.
- The test size of the examination was constrained to 65.
- The information was gathered uniquely in Puducherry..

IV. ANALYSIS AND INTERPRETATION

CORRELATION

AIM: To find the significant relationship between Effective work and employee retention

HO : There is no significant relationship between Effective work and employee retention

H1 : There is significant relationship between Effective work and employee retention

Table No: 3.1.1

Factors	Yes	No
Yes	8	30
No	20	7
Total	28	37

Source: Primary Data

Correlations

		Work	Ratings Of Employees
Work	Pearson Correlation	1	.009
	Sig. (2-tailed)		.941
	N	65	65
Ratings of Employees	of Pearson Correlation	.009	1
	Sig. (2-tailed)	.941	
	N	65	65

Calculated value < Table value

Conclusion:

So, the calculated value of $x = .009$ compare this with the table value of x , degree of freedom = 1, at 5% levels of significance is 65. It is clear that the calculated value of x is less than the table value and so, the H_0 is rejected.

There is significant relationship between Effective work and employee retention

T-TEST

AIM: To find whether the significant relationship between Reward system and performance in organization

HO: There is no significant relationship between Reward system and performance in organization

H1 : There is significant relationship between Reward system and performance in organization

Table No: 3.1.2

Factors	Yes	No
Yes	20	20
No	8	17
Total	28	37

Source: Primary data

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Reward System	65	1.52	.503	.062
Performance Organization	65	1.46	.502	.062

One-Sample Test

	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Reward System	24.395	64	.000	1.523	1.40	1.65
Performance Organization	23.454	64	.000	1.462	1.34	1.59

Calculated Value < Tabulated value

Conclusion

So, the calculated value of $x = 1.65$ compare this with the table value of x , degree of freedom = 1, at 5% levels of significance is 31.59. It is clear that the calculated value of x is less than the table value and so, the H_0 is rejected.

There is significant relationship between Reward system and performance in organization

V. FINDINGS

CORRELATION

- There is a negative correlation between monthly income and living standard. Therefore accept H_0 rejected.
- There is correlation between significant relationship between Effective work and employee retention.

T-TEST

- Since calculated value < Tabulated value. Therefore reject H_0 .
- There is significant relationship between Reward system and performance in organization.

VI. SUGGESTIONS

- Retainable employees show a clear commitment to contribute their skills and best efforts to your organization for the long term.
- Seek out people who are intrinsically motivated and interested in developing their skills and careers.
- Different employees want different things, so offering the same benefits package and working conditions to all will inevitably create dissatisfaction.

CONCLUSION

Employee retention can be concluded that opportunity for growth and promotion outside, compensation, working conditions, work timings/shifts, relationship with managers, location of the organisation, opportunity to use kills and work load are the major reasons for employee turnover.

Further, management can control the attrition rate in the organisation by keeping the selection process fair and transparent. If the manager makes himself more accessible to the employees they may continue to work in the organisation..

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