

A STUDY ON EMPLOYEE ATTRITION WITH REFERENCE TO SWITCHING TECHNOLOGIES GUNTHUR LIMITED

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Abstract

Employee Attrition is the major aspect of the organization. Employers generally consider attrition a loss of valuable employees and talent. However, there is more to attrition than a shrinking workforce. As employees leave an organization, they take with them much-needed skills and qualifications that they developed during their tenure. On the other hand, junior professionals with promising qualifications can then succeed into higher level positions or business owners can introduce more diversity in experience or expertise. The research design adopted for this study is descriptive design. The sampling technique sampling used in the research is simple random sampling. A questionnaire comprising of items on a 5-point likert scale was used to capture the employees opinion about the organization employee attrition and the data was analyzed using percentage analysis, ANOVA, correlation Chi-square analysis. The result reveals that the employees are feeling, the study is made on attrition of switching Technology Company, in the study found that job satisfaction level of employee is moderate. The company has to that remedial measurement like moderate and non moderate been to increase the satisfaction level of employees.

INTRODUCTION

Many organizations are struggling to find and keep these valued employees. Changing work force demographics, such as the shrinking of the most desirable labour pool (25 to 34 year-olds), and downsizing negative impact on employee loyalty, have organization searching for answers to recruiting and retaining the strategic asset of the 21st century talented people.

Attrition in Human Resource terminology refers to the phenomenon of the employees leaving the company. Attrition in a company is usually measured with a metric called attrition rate, which simply measures the no of employees moving out of the company (voluntary resigning or laid off by the company). Attrition Rate is also referred as churn rate or turnover.

Steps to Control Attrition:

Companies can take several corrective actions in order to ensure that employees stay in the company and can reduce the attrition.

1. Motivating employees through a growth plan can help reduce attrition.

2. Recognize employee accomplishments through rewards.
3. Expose employees to newer roles within the organization which helps them build their careers.
4. Taking constant feedback from employees can help control attrition from unsatisfied staff.
5. Continuously strategize organizational structure to remove irrelevant job positions to reduce misfit recruitment.

COMPANY PROFILE



The **Switching technology** gunthur company was incorporated on 27th April 1988 and obtained the certificate of commencement of business on 10th November 1988.

The company produces miniature reed switches with the technology, supplied by the collaborator. The process has a wide usage in the aircraft industry, power electronics, telecommunications, industrial control equipment and automobile electronics.

Its **authorized share capital** is Rs. 60,000,000 and its **paid up capital** is Rs. 24,500,000.

NEED FOR THE STUDY

The Study was mainly undertaken to identify the level of employees attrition the dissatisfaction factors they face in the organization and for what reason they prefer to change their job. This study can be helpful in knowing, why the employees prefer to change the job and which factor make employee dissatisfied. Overall interest and feeling of Employees towards the nature of the job Organization. This study can serve as a basis for measuring the Organization overall performance in terms of Employee satisfaction

OBJECTIVES OF THE STUDY

Primary Objectives

- To study on employee attrition switching technologies in Gunthar Limited

Secondary Objectives

- To know the satisfactory level of employees towards the job and working condition
- To identify the factor that make employee dissatisfied.
- To know why attrition occurs in switching Technologies
- To find the way to reduce the Attrition.

SCOPE FOR THE STUDY

- This study can help the management to find the weaker parts of the employee feels towards the organization and also helps in converting those weaker part in to stronger by providing the optimum suggestions or solutions.
- This study has a wider for scope in any kind of organization since "attrition" is general one and makes the employees to put forth their practical difficulties and need factors in the organization.
- This study can help the management to know for which the reason employees tend to change their job, through dissatisfaction factors faced in the organization and also helps to recover by providing the optimum suggestions or solutions.

REVIEW OF LITERATURE

SaiyadainMirza S., TriptiPande Desai,(Emerging Issues in Human Resource Management, An Indian perspective, Chapter 10,).The author describes that better prospects, location preferences, stagnation and ill defined career plans are the prominent reasons of attrition in the manufacturing sector and there is no universal solution, tool or technique for attrition management.

Seetharaman.S, B.VenkateshwaraPrasad (Human Resource Management, SciTech Publications (India) Pvt. Ltd., July 2007, P16.1-16.5). The author has explained that labour turnover is a serious problem among the industrial workers not only in India but in the whole Universe. It is an indicator of poor health of an organization and should be properly studied. It may be due to poor plans and policies, poor personal practices or poor supervision and low morale among employees are the major reason of employee turnover.

SaiyadainMirza S., TriptiPande Desai, (Emerging Issues in Human Resource Management, An Indian perspective, Chapter 1, Excel Books, New Delhi 2007 p 5). The author describes that lack of clarity of the policies, discrimination, and lack of effective management are the major factors of employee attrition.

Dessler Garry (A framework of Human Resource Management, Third edition, Pearson Education, New Delhi, 2008, P 642-643). The author describes that job stress is the main reason for employee attrition it can cause many problem to employees as well as the organizations. It may be due to internal problems, external problems or personal problems. It is also a reason of employee attrition in organizations.

Greer Charles R. (Strategic Human Resource Management, A General Approach Second edition, 2009, P22-37). The author describes that lack of investment in the employee development plans; technological change and innovation are the reasons of employee turnover. The companies that are pursuing strategies of innovation have the potential to be affected because of reliance on individual expertise and unrecorded knowledge. Further the author describes that the demand for specialists and other highly skilled employees are so strong that companies have been very innovative in their retention efforts.

Depa and Stella, (2012), International Journal of Enhanced Research in Management & Computer Applications ISSN: 2319-7471, Vol. 6 Issue 10, October-2017, Impact Factor: 3.578. In their exploratory study on "Employee turnover in the IT industry with special reference to Chennai city, highlighted a number of factors which contribute to employee turnover. Demographics, Organization's performance, Organization's culture (in terms of its reward system, leadership, shared goals etc.), Employees personal traits (like desire to learn, change in personal life, new job offer etc.), Job characteristics, Unrealistic expectations are the factors that are perceived to enhance employee turnover in the IT industry.

Joy P. and Radhakrishnan (2012) International Journal of Enhanced Research in Management & Computer Applications ISSN: 2319-7471, Vol. 6 Issue 10, October-2017, Impact Factor: 3.578). In their study on marketing executives of financial product companies identified six factors which affects attrition. 58.77 percent of variance was jointly explained by all the six factors. Work specific attrition, human resource policy of the organization, boss behaviour with sub-ordinates, prevailing economic forces, fellow employee influence and opportunities in the society are the six factors identified in this study. A positive relationship among all the factors was supported by the correlation matrix.

(Zahra, et al., 2013) International Journal of Enhanced Research in Management & Computer Applications ISSN: 2319-7471, Vol. 6 Issue 10, October-2017, Impact Factor: 3.578 Have highlighted the significance of commercialization of education which leads to faculty turnover. As the number of Universities is increasing there is a paradigm shift which is increasing the staff turnover because of abundant opportunities.

RESEARCH METHODOLOGY

Descriptive research design is adopted for the study. The data required for the study has been collected from the questionnaire method (primary source). This study is based on survey conducted in switching technologies gunthur limited, Chennai. 100 samples were collected on convenient sampling method.

The information related to their demography, and employee attrition in the organization were very much required to attain the objective. To have a meaningful analysis and interpretation of various data collected correlation, ANOVA and Chi-square made for this study.

CORRELATION ANALYSIS

Null hypothesis:(H0)

There is no significant difference between welfare measures of the organization and the motivational factors of an organization.

Alternative hypothesis:(H1)

There is significant difference between welfare measures of the organization and the motivational factors of an organization.

Correlations

		Employee welfare measure provided by the company	Impact on the motivation of an employee
Employee welfare measure provided by the company	Pearson Correlation	1	.928**
	Sig. (2-tailed)		.000
	N	100	100
Impact on the motivation of an employee	Pearson Correlation	.928**	1
	Sig. (2-tailed)	.000	
	N	100	100

** . Correlation is significant at the 0.01 level (2-tailed).

RESULTS :

There is significant difference between welfare measures of the organization and the motivational factors of an organization H1 accepted H0 rejected.

ANOVA**Null hypothesis. (H0)**

There is no significant difference between experience of the respondent and the facility provide by the organization

Alternative hypothesis.(H1)

There is significant difference between experience of the respondent and the facility provide by the organization.

CHI-SQUARE TEST**Null hypothesis. (H0)**

There is no significant difference between qualification of the respondent and the opportunity of they growth at development.

Alternative hypothesis.(H1)

There is significant difference between qualification of the respondent and the opportunity of they growth at development.

FREQUENCIES**opportunities for your growth and development**

	Observed N	Expected N	Residual
Strong agree	2	25.0	-23.0
Agree	49	25.0	24.0
Neutral	48	25.0	23.0
Disagree	1	25.0	-24.0
Total	100		

Education qualification

	Observed N	Expected N	Residual
10th	21	25.0	-4.0
12th	50	25.0	25.0
UG	19	25.0	-6.0
PG	10	25.0	-15.0
Total	100		

SUGGESTIONS

1. The organization may to improve cordial relationship between the employees and supervisor so that employees can be retained in the organization .
2. Company has to undertake control measures such as,
 - Special Medicare.
 - Counseling system for physical and mental problem to reduce stress level of employees.
3. Senior management can get feedback from the employee about the reason for leaving the job and take remedial measures accordingly.
4. Awards and rewards can be given to employees who are working to many years.

CONCLUSION

Employee moving out of the company voluntarily resigning or laid off . The following are the causes of attrition Better pay & job opportunities outside the organization, Improper work life balance can cause a high attrition rate, Impolite behaviour of manager and peers, Lack of employee recognition or limited growth in current role, Stagnancy in career growth can lead to higher attrition rate, Inadequate and poor working conditions and Retirement or untimely death of employees when at job.

The study is made on attrition of switching Technology Company, in the study found that job satisfaction level of employee is moderate. The company has to that remedial measurement like moderate and non moderate been to increase the satisfaction level of employees.

BOOK REFERRED

1. Human Resource management
David A. Decanzo
Stephen P. Robins
Suson L. Verhulst
2. Human Resource management
(Essentials perspectives)
Robert L. Mathis
John H. Jackson
Sean R. Valentine

3. Human Resource management
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David stern
4. Human Resource management
Gary Dessler
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WEBSITE REFERRED

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- <https://www.americanprogress.org/issues/economy/reports/2012/11/16/44464/there-are-significant-business-costs-to-repla>
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