**A Study On Employee Retention Among Executives At Bgr**

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The 7 Hidden Reasons Employees Leave

Job Satisfaction

Work-Life Programs Enhances Employee Retention

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**The 7 Hidden Reasons Employees Leave**

A war rages in today’s workplace, pitting company against company in the fight to find and keep good employees. The losses are high, and battle-weary managers are desperate for talented reinforcements. This compelling new book gives readers a battle-plan for victory, offering 24 strategies for retaining valuable people.

**Job Satisfaction**

Covering the period of the financial crisis, this Research Handbook discusses the degree of importance of different driving forces on employee turnover. The discussions contribute to policy agendas on productivity, firm performance and economic growth. The contributors provide a selection of theoretical and empirical research papers that deal with aspects of employee turnover, as well as its effects on workers and firms within the current socio-economic environment. It draws on theories and evidence from economics, management, social sciences and other related disciplines. With its interdisciplinary approach, this book will appeal to a variety of students and academics in related fields. It will also be of interest to policy makers, HR experts, firm managers and other stakeholders.

**Work-Life Programs Enhances Employee Retention**

Abstract: No matter how successful an organization is, if the organization are not able to retain their employee, them it might impact the organization negatively most of the time. The objective of this study is to identify the relationships among the factors, which is supportive work environment, job satisfaction, organizational trust, and teamwork, and its impact on employee retention. Based on
preceding researches, the other researchers concluded that there is a significant relationship between those variables and employee retention. The primary data of this study is collected by emailing the google form link to DHL APSSC's employees, a total sample of 105 employees was collected. The research targeted respondent among employees in DHL APSSC so that researcher will able to provide specific research on the topic of determinants of employee retention. Overall, all the variables resulted coefficient ranging from >0.6 to 0.85 which indicated moderate to high strength of association. Besides, the analysis of the major findings, implications of the research, and limitations for the study and proposals for future research are deliberate at the end of this study.

**A STUDY ON EMPLOYEE PERFORMANCE, ORGANISATIONAL CULTURE AND EMPLOYEE RETENTION TOWARDS TALENT MANAGEMENT AMONG IT EMPLOYEES IN START-UP COMPANIES IN BANGSAR SOUTH**

From the creator of the popular website Ask a Manager and New York’s work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There’s a reason Alison Green has been called “the Dear Abby of the work world.” Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don’t know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You’ll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit “reply all” • you’re being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate’s loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for Ask a Manager “A must-read for anyone who works . . . [Alison Green’s] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work.”—Booklist (starred review) “The author’s friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers’ lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience.”—Library Journal (starred review) “I am a huge fan of Alison Green’s Ask a Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor.”—Robert Sutton, Stanford professor and author of The No Asshole Rule and The Asshole Survival Guide “Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way.”—Erin Lowry, author of Broke Millennial: Stop Scraping By and Get Your Financial Life Together

**Managing Employee Turnover**

Retaining Valued Employees briefly summarizes the current research in the area of employee turnover, and provides practical guidelines to implement proven strategies for reducing unwanted turnover.

**Psychology of Retention**

**Employees and Employers in Service Organizations**

**Employee Retention and Turnover**

With the increasing globalization and fast-paced technological advances in business today, service organizations must to respond to the changing business dynamic between employers and employees. The service industry has metamorphosed into a revolution not only in United States but
in developed and developing countries also. Highly industrialized countries have become ‘service economies’, at least when measured in terms of share of the workforce employed in service industries. This new book, Employees and Employers in Service Organizations: Emerging Challenges and Opportunities, the first volume in the 21st Century Business Management book series, provides an in-depth exploration of recent concepts and trends in business management in the service industries. It looks at the changing expectations and loyalties of young workers and others and the challenges and opportunities presented for service employers. The book considers theory and research findings, providing a plethora of practical implications and applications for these new workplace behavior dynamics. Exploring the different perspectives and concepts from the book’s researchers and authors, Employees and Employers in Service Organizations: Emerging Challenges and Opportunities cover themes such as • work-life balance • spirituality in the workplace • emerging positive psychology concepts, such as psychological capital, knowledge management, and mindfulness • expectations, motivation, and behavior of different generations, such as Generation Y
This informative volume will be valuable for faculty teaching courses in management and self-improvement for leaders and executives as well as for those in service industries.

Why Employees Stay

This dissertation summarizes research that focused on the new hire process for a targeted population within the Computer/Telephony Industry. The primary objective of this research was to determine how to build and maintain an effective employee/employer partnership that helped ensure employee loyalty. The research design was taken from the theoretical framework of Vroom’s Work Motivation model adapted using Dunnette’s work with relevant job features along with Scott’s theories on Jablin's model of organization-wide communications. The study examined survey responses for importance and expectation/realization ratings of 15 job features given by 150 newly hired individuals at their new hire orientation and then at the individual’s eight month anniversary. In addition, focus group sessions were conducted and statistical analyses were performed. The study found that overall employees had stronger feelings about certain job feature importance than job feature expectation certainty. The results showed that employees who remained with the company exhibited a change in importance and initial expectation set. This flexibility was demonstrated in the trade-offs that employees made between attributes of intrinsic value. The Chi-Square results on intent to leave showed that the level of overall satisfaction is significantly related to intentions of leaving. Review of the exit interview data reveals that the job feature of being a “Good Boss” was the deciding factor in the individual's decision to leave the business. Overall, respondents who voluntarily resigned or who remained with the organization based their final decision on how effective the supervisor/subordinate communications and organizational citizenship capabilities of the boss were perceived. The findings support Jablin and Scott's research investigating organizational communication relationships while expanding Dunnette’s definitions of critical job features. In conclusion, the findings also validated that Vroom’s expectancy theory can be used when predicting behaviors in situations where choices are made such as whether to expect an employee to remain or leave an organization.

The ROI of Human Capital

Employee turnover can be expensive, disruptive, and damaging to organizational success. Despite the importance of successfully managing turnover, many retention management efforts are based on misleading or incomplete data, generic best practices that don’t translate, or managerial gut instinct at odds with research evidence. This book culminates volumes of academic research on employee turnover into a practical guide to managing retention. Turnover fictions are dispelled and replaced by research-based facts. Keys to diagnosing and managing employee turnover are presented such that you can effectively manage employee retention today. These ideas will be invaluable to you and anyone who cares about the impact of turnover on the organization, including the CEO who is looking at the impact on the bottom line, managers who suffer when their best talent leaves, and human resource professionals whose career success may depend on effectively
managing turnover.

The Good Jobs Strategy

Managing Employee Retention

Now translated into 12 languages! This reader-friendly, icon-rich series is must reading for managers at every level. All managers, whether brand-new to their positions or well established in the corporate hierarchy, can use a little "brushing up" now and then. The skills-based Briefcase Books series is filled with ideas and strategies to help managers become more capable, efficient, effective, and valuable to their corporations. State-of-the-art techniques and technologies are fine, but only those companies that recognize and hold on to their top-performing employees will thrive in a tough competitive environment. Retaining Top Employees focuses on specific actions to make retention a top priority. From innovative recruitment and compensation policies to making effective use of exit interviews, it outlines a complete program for becoming the employer of choice and is today's most in-depth exploration of this increasingly essential topic.

A Study of Restructuring and Employee Retention

During the past decade, employee turnover has become a very serious problem for organizations. Managing retention and keeping the turnover rate below target and industry norms is one of the most challenging issues facing business. All indications point toward the issue compounding in the future and, even as economic times change, turnover will continue to be an important issue for most job groups. Yet despite these facts, employee turnover continues to be one of the unappreciated and undervalued issue facing business leaders. There are a variety of reasons for this, for example, the true cost of employee turnover is often underestimated. The causes of turnover are not adequately identified, and solutions are often not matched with the causes, so they fail. Preventive measures are either not in place or do not target the issues properly, and therefore have little or no effect, and a method for measuring progress and identifying a monetary value (ROI) on retention does not exist in most organizations. Managing Employee Retention is a practical guide for managers to retain their talented employees. It shows how to manage and monitor turnover and how to develop the ROI of keeping your talent using innovative retention programs. The book presents a logical process of managing retention, from identifying turnover costs and causes, designing solutions that match the causes of turnover, developing tools for tracking turnover and placing alerts when action is needed, and measuring the ROI of retention programs.

Employee Turnover in the Public Sector

Companies operating in countries with volatile economies face an environment subject to turbulence. It is important to understand how these companies can overcome adversity, establish competitive advantage, and achieve superior performance. The selection of competitive drivers can help to improve the ability to capture, process, and manage information that can generate knowledge and innovation in products and processes, as well as increase strategic capacity and organizational performance. Strategy and Superior Performance of Micro and Small Businesses in Volatile Economies focuses on the ways that organizations capture information and disseminate it in their work teams, transforming this knowledge into innovative products and services that establish competitive advantage. It will improve the understanding of the role of strategy, innovation, entrepreneurship, and the effort to reduce poverty levels in societies with volatile economies and which are subject to serious social disparities. Highlighting topics such as economic development, market performance, and network economy, this publication is designed for managers, entrepreneurs, business professionals, academicians, researchers, and students.

A STUDY ON EMPLOYEE TURNOVER IN IT-ITES SECTOR WITH REFERENCE TO CHENNAI
The lifeblood of any business enterprise is its people. Yet it wasn’t until the publication of the groundbreaking book The ROI of Human Capital that there was a reliable way to quantify the contributions of people to corporate profit. Completely updated with new metrics, the book shows executives and HR professionals how to gauge human costs and productivity at three critical levels: organizational (contributions to corporate goals) • functional (impact on process improvement) • human resources management (value added by five basic HR department activities) The second edition contains new material on topics including corporate outsourcing, developments in behavioral science, and advances in trending and forecasting that have dramatically changed the way organizations measure the bottom line effect of employee performance. Utterly up-to-date, this is the go-to resource for organizations performing the essential task of measuring the value of their people.

Retaining Valued Employees

The purpose of this study is to investigate employee retention problems in the hospitality division of a corporate operation and to relate those findings to nationally published industry reports. The corporate operation used for this study will be a Native American Casino located in the Midwest. A survey will be conducted of the labor force in the hospitality departments of the casino. The literature review consists of articles written by industry professionals who discuss employee retention issues across the country. Retaining qualified employees in a labor intensive, demanding, and fast-paced work environment is a major struggle in the hospitality industry. With the growth of tourism nationwide and the development of hotels, resorts, restaurants, spas and casinos, there is a limited supply of staff that are well-trained and experienced in the day-to-day operations, leaving a limited pool of qualified employees to hire.

Global Talent Retention

This book offers a contemporary review of talent retention from the viewpoint of human resource management and industrial/organisational psychology. With a practical and relevant perspective it enriches critical knowledge and insight in the psychology of talent retention. It offers interpretation of difficult factors facing organisations such as the conceptualisation of talent, the forecasting of talent demand and supply, external and internal factors that influence talent attraction, development and retention, the alignment between talent management and business strategy. Also covered is the implementation of human resource practices and strategies in response to the needs of different organisational contexts and workforce characteristics. The chapter contributions will not only enrich knowledge and insight in the complex phenomenon of talent retention, but also advance new original ways of thinking and researching this critically important area of inquiry. The book is intended for graduate students and researchers as an overview of the topic of talent retention, practitioners will also find it informative.
Distilling the vast literature on this frequently studied variable in organizational behaviour research, Paul E Spector provides the student and professional with a pithy overview of the application, assessment, causes and consequences of job satisfaction. In addition to discussing the nature of and techniques for assessing job satisfaction, the author summarizes the findings concerning how people feel towards work, including: cultural and gender differences in job satisfaction and personal and organizational causes; and potential consequences of job satisfaction and dissatisfaction. Students and researchers will particularly appreciate the extensive list of references and the Job Satisfaction Survey included in the Appendix.

**The Connection Between Employee Satisfaction and Employee Retention**

Examines the reasons why companies lose their best employees, which range from poor management to toxic work environments, and offers advice on boosting employee confidence.

**Keeping Your Valuable Employees**

**The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention**

This exploration of what employee turnover is, why it happens, and what it means for companies and employees draws together contemporary and classic theories and research to present a well-rounded perspective on employee retention and turnover. The book uses models such as job embeddedness theory, proximal withdrawal states, and context-emergent turnover theory, as well as highlights cultural differences affecting global differences in turnover. Employee Retention and Turnover contextualises the issue of turnover, its causes and its consequences, before discussing underrepresented antecedents of turnover, key aspects of retention and methods for regulating turnover, and future research directions. Ideal for both academics and advanced students of industrial/organizational psychology, Employee Retention and Turnover is essential for understanding the past, present, and future of turnover and related research.

**Retaining Top Employees**

Bachelor Thesis from the year 2013 in the subject Leadership and Human Resource Management - Miscellaneous, grade: 1,0, University of Applied Sciences Kempten, course: Personalmanagement, language: English, abstract: Research results of the Institute "Work and Qualification" of the University of Duisburg Essen from 2011 came to the conclusion that employee satisfaction in Germany is continuously declining in the long run. We are also in fifth last place in a European comparison. This finding could become a serious problem in German companies. After all, which entrepreneur today is not familiar with the emerging problem of the "war for talents"? Shouldn't one assume that companies do the best they can to ensure that their employees are satisfied and enjoy working for their company? Aren't these companies afraid of losing their top employees to the competition? "Only satisfied employees are good employees." This statement is often heard, but is it sufficiently implemented? If you look at the study results of the University of Duisburg-Essen, you have to doubt it. Employee satisfaction has not increased but decreased in the last few years and this should lead some companies to rethink - at least one would think so. Employee satisfaction is becoming an increasingly important topic - not only for the companies themselves, but also for the employees. When employees notice how much is done for their satisfaction and well-being in other companies, they start to think, which in the worst case could lead to their quitting their current jobs. That is why, in this context, employee retention is an issue that companies can no longer suppress. It is becoming increasingly important for companies to retain their "high professionals" who have a broad range of knowledge and skills in order to keep this knowledge within the company. The current Gallup study on the commitment of German employees came to a shocking conclusion in this
regard: in 2012, only 15% of the employees surveyed in Germany had a high level of employee commitment. 61% felt only a low level of emotional commitment to their company and the remaining 24% had no emotional commitment at all. More and more companies are therefore implementing measures to increase job satisfaction and thus increase the loyalty of their employees.

Ask a Manager

If great talent is hard to find—it's even harder to keep. This valuable guide offers insights and strategies to make sure your most important people stay motivated, happy, and productive-with your company. Engage your workers Design appropriate incentive systems Create an innovative culture The Results-Driven Manager Series Managers are under increasing pressure to deliver better results faster than the competition. But meeting today's tough challenges requires complete mastery of a full array of management skills, from communicating and coaching to public speaking and managing people. The Results-Driven Manager series is designed to help time-pressed managers hone and polish the skills they need most. Concise, action-oriented, and packed with invaluable strategies and tools, these timely guides will help managers improve their job performance today-and give them the edge they need to become the leaders of tomorrow.

A Study on Employee Retention in a Construction Company

Employee Tenure

This case study is designed to explore the effects the pre-merger atmosphere has had upon the employees of KCPL as measured by the quantity and quality of turnover that has occurred and the results of a recent cultural audit.

Role of HR Practices in Employee Retention

This dissertation, "The Study of Employee Retention Correlated With Corporate Culture and Individual Values in Property Management Industry" by Ping-ting, Yu, 茹娉婷, was obtained from The University of Hong Kong (Pokfulam, Hong Kong) and is being sold pursuant to Creative Commons: Attribution 3.0 Hong Kong License. The content of this dissertation has not been altered in any way. We have altered the formatting in order to facilitate the ease of printing and reading of the dissertation. All rights not granted by the above license are retained by the author. Abstract: The current study is to find out the relationship between Corporate Culture and Individual's Values towards Employee Retention and their Perceived Retention in Property Management Industry. The research design applied both qualitative and quantitative method. The variation in Employee Retention and Perceived Retention were explained by the independent match variable in small to medium sized company and large-sized company. However, no significant relationship was found. Recommendations and implications were drawn for further enhancement. Subjects: Employee retention Real estate management

A Study of Employee Retention and the Effects on Organizational Leaders

Bachelor Thesis from the year 2011 in the subject Business economics - Business Management, Corporate Governance, grade: B, language: English, comment: Great dissertation., abstract: Implementation of work-life programs, as promoted by many organizations, aim at attracting better employees, increasing performance and productivity of employees, reducing work-to-life conflicts, and reducing the rate of employee turnover. Still, other organizations implement work-life programs because of the regulations by governments or other bodies. This research paper examines how work-life programs enhance employee retention. There have been extensive studies on this issue as work-life practices continue to increase in their importance and adoption. However, there has been varying results regarding the effectiveness and benefits of implementing work-life programs.
Whereas some researchers have reported positive results, others have established negative results. There are those who have also found no difference at all. In our study, we reported positive outcomes of work-life programs in relation to employee retention. We propose through the paper that organizations that have not adopted work-life programs do so, although they have to modify the programs and practices according to their specific needs. This is because work-life programs, apart from enhancing retention, increase productivity, reduce costs, and create competitive advantage to the organization. The purpose of this research was to examine how work-life programs enhance employee retention. Many companies are presently initiating work-life programs as a way of improving their working conditions, and attracting or retaining their employees. Many companies have realized that employees need

**Strategy and Superior Performance of Micro and Small Businesses in Volatile Economies**

"The rationale of this Leadership Issue Analysis is to explore employee retention and how leaders can prevent or minimize workplace turnover. The purpose of this study is to further understand reasons why workers are voluntarily leaving companies and how to prevent future departures from occurring. The aim will be to help business leaders by offering key findings that address employee turnover factors."--Leaves 12-13.

**ORGANIZATIONAL STRATEGIES FOR EMPLOYEES RETENTION IN THE EMERGING ENVIRONMENT A STUDY OF INSTITUTIONS OF HEALTHCARE ORGANIZATIONS IN UTTARAKHAND**

Through extensive research Global Talent Retention: Understanding Employee Turnover Around the World addresses the need for turnover theory and research to give more careful consideration to global and cross-cultural perspectives on employee retention, and includes contributions from a global range of scholars.

**A Case Study of Employee Retention and Attitudes in a Pre-merger Environment**

Bachelor Thesis from the year 2012 in the subject Business economics - Business Management, Corporate Governance, grade: A, The University of Liverpool, language: English, abstract: This particular research has been conducted in order to compare the employee retention practices of Tesco and Sainsbury in United Kingdom. This particular research has been conducted through triangulation methodology. Qualitative and quantitative data tools have been employed for comparing the employee retention practices of both competitors. Primary data has been collected through a survey which is conducted through a close end questionnaire. A sample of 100 employees has been selected through convenience sampling technique. The survey generated a response rate of 93%. The findings of the research suggest that Tesco has been more effective in its employee retention practices as compared to Sainsbury. Tesco adopts long lasting and effective tools for employee retention whereas Sainsbury looks for short term gains. The research found that in Tesco, management role, high salaries, extra benefits, and good working environment has been created for influencing employees to stay with the organization for a long time. On the other hand, Sainsbury lacks some important practices such as management role, extra benefits, job authority, job empowerment, and communication across departments which make it ineffective in its employee retention practices. In order to retain key employees for a long time period, it is important for Sainsbury to provide extra benefits and management support to the employees. This research has been limited to the Tesco and Sainsbury in United Kingdom. Future researchers can expand the scope of this research by taking a large sample from different stores. They can generalize the results by taking large sample from different organizations.

**Minimizing Employee Turnover by Focusing on the New Hire Process**
This handbook makes a unique contribution to the fields of organizational psychology and human resource management by providing comprehensive coverage of the contemporary field of employee recruitment, selection and retention. It provides critical reviews of key topics such as job analysis, technology and social media in recruitment, diversity, assessment methods and talent management, drawing on the work of leading thinkers including Melinda Blackman, Nancy Tippins, Adrian Furnham and Binna Kandola. The contributors are drawn from diverse backgrounds and a wide range of countries, giving the volume a truly international feel and perspective. Together, they share important new work which is being undertaken around the globe but is not always easily accessible to real-world practitioners and students.

**STUDY OF EMPLOYEE RETENTION CO**

In this title, first published in 1996, the author uses the locus of control personality construct to show how workers who believe they can influence life events (internals) perceive and evaluate work conditions differently than workers who believe that life events are beyond their control (externals). The author also develops a social exchange model of quitting which takes advantage of the positive (job reward) and negative (job cost) qualities inherent in work conditions. Workers tend to quit their jobs when job costs outweigh job rewards when better alternatives exist. Moreover, personality interacts with employees’ evaluation of job costs and rewards and quitting behaviour. This book will be of interest to students of business studies and human resource management.

**The of effectiveness of employee retention policies in Sainsbury and Tesco**

The Essential Guide to the Most Crucial Challenge Facing Twenty-First Century Human Resources Management "This book offers a practical, realistic approach to keeping the best employees. It draws on good theory and offers excellent advice." --Dave Ulrich, Professor of Business, University of Michigan, and coauthor of Organizational Capability "Business owners who agonize over attracting and retaining employees will find a wealth of information. Suzanne understands how to apply today's best ideas in human resources management to businesses large and small." --E. Jill Pollock, President, Pollock Consulting Group, Inc., and Chair, Small Business Association of Michigan "A two-year Gallup study found that companies with a positive workforce reported higher profits, productivity, and lower turnover. Every organization would like these results. Suzanne shares her human resources experience and provides hands-on tools for retaining those people who are key to an organization's success. It is an easy-to-read, practical guide for working with today's and tomorrow's employees." --Hunter A. Pickens, President, The Pickens Group, Ltd.

**Research Handbook on Employee Turnover**

"The Sixty-first Legislative Assembly of North Dakota passed Senate Bill 2061. Specifically the Bill directed Human Resource Management Services (HRMS) to conduct a study to evaluate steps the State could take to recruit and retain state employees as they near retirement. As part of the study, HRMS was directed to: a. Select four state agencies with employees who occupy positions in the classified service to determine what actual and perceived barriers exist for retention and to determine what steps the State could take to increase retention of state employees who are retiring or nearing retirement. b. Survey agency heads and employees of the selected state agencies to determine perceived and actual barriers to retaining state employees. c. Consider steps the State could take to retain employees in the employing agency and steps the State could take to retain employees in state government employment in a different agency. d. Consider steps other public employers have taken to retain their workforce as members of their workforce near retirement. The objective of the study was to determine and report to the legislative council specific recommendations of legislative and non-legislative actions the State could take to address the issue of state employee workforce retention."--Introduction.

**Employee Retention Study**
The growth of IT/ITES sector is drastically influenced by the rate of employee turnover, as the availability of skilled and trained talent pool is imperative. Employee Turnover and Retention Strategies followed by the IT/ITES sector are designed to attract and retain the professionals and are formulated to meet the challenges and to increase productivity. Organization formulate strong HRD practices along with effective strategies to accomplish goals of creating a congenial environment. It is important to utilize human resources to the optimum extent and to retain them in the organization. Many researches has been conducted across a range of industries. There is no serious research to ascertain the various elements of employee turnover in IT/ITES sector in Chennai. The study generally encounters few research problems of determining predominant factors leading to employee turnover in IT/ITES sector and how effectively the management if IT/ITES sector take measures to retain their employees. The study aims at examining the dimensions of employee turnover and retention strategies and its respective outcome is select IT/ITES companies in Chennai.

A STUDY ON DETERMINANTS OF EMPLOYEE RETENTION IN DHL ASIA PACIFIC SHARED SERVICES CENTER SDN BHD, PETALING JAYA

Market trends are changing very rapidly and with this change, organizations have realized the fact that keeping the quality and right number of work force could give them competitive advantage over their competitors. The relation between HRM and retention of employees is the old one. Past few years has been the most critical and tensed period for the telecommunication sector in Pakistan regarding the retention of employees. The study of role of H.R. practices in employee retention was based on a survey of employees of a telecommunication sector i.e. PTCL and the employees of PTCL call centre and others were surveyed as well. This research has also been conducted to study the technique of the employee retention i.e. job sculpting. The result depicts the positive relation between the HR variables and employee retention and reveals that if employer designs jobs for their employees especially for the experienced ones by keeping employee’s interest, expertise, skills in mind then employee works with more interest and try to gives his/her 100% in their job.

Retaining Your Best People

Explains how today's workers are a company's greatest asset and should be treated as such and discusses the flaws in the trend that sent service, manufacturing and retail sector jobs overseas in an effort to stay competitive through reduced wages and benefits. 25,000 first printing.

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