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## A STUDY ON EMPLOYEE ATTRITION AND RETENTION WITH REFERENCE TO EVRON IMPEX

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### ABSTRACT

*Employee turnover is one of the largest though widely unknown costs an organization faces. While companies routinely keep track of various cost such as supplies and pay roll few take into consideration how much employee turnover will cost them: "Employee turnover has been defined as the rate of change in the working staff of concern during the definite period". Employee retention is a process in which the employees are encouraged to remain with the organization for the maximum period of time or until the completion of the project. Employee retention is beneficial for the organization as well as the employee. Employees today are different. They are not the ones who don't have good opportunities in hand.*

**Keywords:** Turnover, attrition, employee retention.

### INTRODUCTION

Employee turnover and retention is a perpetual concern for companies. Having to replace staff at regular intervals can be a headache for a busy manager and the entire resource- shaping circus of hiring and training new employees is one that companies related with the industry scarcely look forward to.

### SCOPE OF STUDY

This study will help the management to analyse and give suggestions for the attrition rate of employees. This study will help in increasing productivity by regular attendance of an employee. This study will help to retain employees. The main scope of the study is to analyse the reason for attrition rate with the employees which help the company to know the reason for attrition with the industry.

### OBJECTIVES OF THE STUDY

- To analyze the satisfaction level of the employees towards various factors in Evron Impex.
- To find the relationship between demographic variables and Attrition Rate in Evron.
- To give suggestions based on the above findings.

### REVIEW OF LITERATURE

**Anantha Raj A Arokiasamy (2013)** made an attempt in his study to find out the actual reasons behind turnover and its damaging effects on the productivity of manufacturing industries in Malaysia. To explore turnover in greater detail, this article will examine the main sources of employee turnover, its effects and recommend some strategies on how an organization can retain employees and reduce employee turnover.

**Anshu Thakur (2014)** tried to find out the factors affecting the retention of the employees in the retail sector. A sample of 50 employees in the Retail sector like Retail stores, Retail Banking was collected for the purpose of this study using random sampling method. This study suggests proper guidance and clarification with the goals will help to reduce stress in organization and employees will proceed in the right direction and after achievements of the goal it helps to increase employee's morale and organizational commitments.

**Alshahrani Ahmed Saeed, Alqahtani Abdulaziz Mubark and Alshahrani Bander Sayaf (2015)** investigated the 41-current state of human resource management development by conducting a case study of Saudi Electricity Company and has found that human resource of any organisation needs to be taken care to retain them.

**RESEARCH METHODOLOGY**

This study is based on a survey method. The following further methodologies were adopted in the study. This study is about the Employee attrition in Evron Impex. Here this study portrays the factor, which affects the employees. The study is descriptive research. It analyses each of the factors, which affects the employees. The Likert five-point scales are used to collect the respondent's opinion.

**RESULTS AND DISCUSSION**

There are three stages in the result analysis. They are demographic analysis, impact on attrition rate and independent variables analysis.

The following table depicts the demographic details of the respondents:

**Table No.1: Demographic Details**

Sl. No.	Demographic Details		Frequency	Percentage
1.	Gender	Male	75	67
		Female	37	33
2.	Age	20-25 year	3	2.7
		26-30 year	40	35.7
		31 – 35	37	33.0
		Above 40	32	28.6
3.	Qualification	U.G. Degree	55	49
		P.G. Degree	10	8.9
		Others	47	20.8
4.	Marital Status	Single	3	2.7
		Married	109	97.3
5.	Occupation	Student	16	14
		Private Job	51	45.5
		Self-employee	18	16
		Government Job	14	12.5
		Others	13	11.6
6.	Income per month	Less than 10,000	36	32.1
		10,001 to 15,000	61	54.5
		15,001- 30,000	13	11.6
		Above 30000	2	1.78
7.	Opportunities to do best	Yes	64	57.1
		No	48	42.9

The above table shows the demographic details. This study selects gender, age, qualification, marital status, occupation, income per month and opportunities to do best demographic details. The gender classification shows 67 percent of the respondents are male and 33 percent of the respondents are female.

The age has been classified into four categories showing 2.7 percent of the respondents as 20-25 years, 35.7 percent are between 26-30 years, 33 percent are between 31 to 35 years and 28.6 percent are above 40 years.

The educational qualification shows 49 percent have completed U.G. Degree, 8.9 percent have completed P.G. Degree and 20.8 percent have done other courses. Marital status shows 3 percent are single and 97 percent are married.

Occupation shows 14 percent are students, 45.5 percent are doing private jobs, 16 percent own their own business, 12.5 percent are working in government organizations and 11.6 percent are in other occupation categories.

The income level shows 32.1 percent of the respondents earning less than Rs.10,000 per month, 54.4 percent are earning from 10,001 to 15,000, 11.6 percent are earning from 15,001 to 30,000 and 1.7 percent are earning above 30,000.

There are two classifications for opportunities to do best. 57.1 percent says yes and 42.9 percent says no for opportunities to do best.

### ONE WAY ANOVA

H<sub>0</sub>: There is no significant difference between age and acceptance towards attrition rate.

**Table No.2: Comparison between age and acceptance towards attrition rate**

		N	Mean	Std. Deviation	F	Sig
Working Environment	20-25 year	3	2.7333	.8326664	0.998	0.012
	26-30 year	40	2.775	.8946422		
	31-35 year	37	2.7351	.9393308		
	36-40 year	32	2.7562	.9594815		
	Total	112	2.7553	.9150237		
Team Work	20-25 year	3	2.6800	.4800000	0.881	0.222
	26-30 year	40	2.8300	.5603479		
	31-35 year	37	2.7254	.5910565		
	36-40 year	32	2.7887	.6727304		
	Total	112	2.7796	.5969531		
Communication	20-25 year	3	2.7500	.66144	0.987	0.047
	26-30 year	40	2.7250	.77377		
	31-35 year	37	2.6892	.68314		
	36-40 year	32	2.6641	.76887		
	Total	112	2.6964	.73171		
Quality of Life	20-25 year	3	2.5000	.50000	0.482	0.827
	26-30 year	40	2.7688	.76037		
	31-35 year	37	2.6486	.74410		
	36-40 year	32	2.9062	.71208		
	Total	112	2.7612	.73551		

### Interpretation

The above table depicts that there is no significant difference between age and attrition rate based on team work (0.222), quality of life (0.827) and other factors related to work life balance (0.102). There is a significant difference between age and attrition rate based on working environment (0.012), communication (0.047) as the significant value is <0.05.

### Working Environment

The employees from the age group between 20-25 years (2.73), between 26-30 years (2.77), between 31-35 year (2.73) and between 36-40 year (2.75) disagree towards attrition rate based on working environment.

### Communication

The employees from the age group between 20-25 years (2.75), between 26-30 years (2.72), between 31-35 year (2.69) and between 36-40 year (2.66) disagree towards attrition rate based on communication.

### DESCRIPTIVE STATISTICS

**Table No.3: Level of acceptance towards teamwork**

	N	Mean	Std. Deviation
The people work to help each other when needed.	112	2.77	.9150237
My co-workers and I share Information and new ideas.	112	2.56	1.031
My co-workers do their best.	112	2.65	.975
I enjoy working with my co-workers.	112	3.16	.856

The above table shows that the respondents agree towards enjoying work with their co-workers (3.16). The employees disagree with people working with them to help each other when needed (2.77), co-workers sharing information and ideas (2.56), co-workers doing their best (2.65).

**Table No.4: Level of acceptance towards communication**

	N	Mean	Std. Deviation
I can trust what management tells me	112	2.37	1.065
I feel free to offer comments and suggestions	112	2.51	.600
I feel that actions are taken on suggestions given by me	112	2.65	1.029
Management care for all its employees at all levels	112	3.26	1.250

The above table shows that the respondents agree towards management caring of them at all levels (3.26). The employees disagree towards trusting what the management tells them (2.37), feeling free to offer comments and suggestions (2.51) and feeling about actions taken on suggestions given by them (2.65).

**Table No: 5 Level of acceptance towards quality of life**

	N	Mean	Std. Deviation
I am comfortable in my place of work	112	2.46	1.056
Companies related with the industry provides me good Transportation facilities	112	2.90	1.287
I have a best friend at work	112	2.91	.945
Companies related to the industry cares for my Security and health.	112	2.78	1.046
Valid N (list wise)	112		

The above table shows that the respondents disagree towards comfort with their place of work (2.46), the respondents disagree towards companies related with the industry providing them good transportation facilities (2.90), having a best friend at work (2.91) and companies with the industry caring for their security and health (2.78).

**Table No: 6 Level of acceptance towards working environment**

	N	Mean	Std. Deviation
I have the materials and equipment I need to do my job efficiently	112	3.01	1.103
I know what is expected of me in my job	112	2.85	1.303
Workload is distributed equally throughout our department or unit	112	2.91	1.298
I feel competent and fully able to handle my job	112	2.75	1.305
Am proud to say that I work at this companies related with the industry	112	2.26	1.055
Valid N (listwise)	112		

The above table shows that the respondents agree towards having the materials and equipment they need to do their job effectively (3.01). The employees disagree towards knowing what expected of them in their job (2.85), workload distributed equally throughout their department and unit (2.91), feeling competent and fully able to handle their job (2.75) and employees proud of working with the industry (2.26).

## CONCLUSION

The research found the various reasons for the attrition and retention of the employees. The company should concentrate in motivating employees and to satisfy their job by meeting their expectation. They should also concentrate on salary and other benefits. They should focus on employee counselling cell and suggest some ideas for their improvement. The retention suggestion to the company is that as we are all aware of that employee is one of the great and valuable assets to each and every organization in this era. First and foremost, keeping the talent employee is essential for the company and gives better results to the organization. It identifies the HR factor includes selection, remuneration, recognize and reward, training and career development, challenging opportunity, leadership behaviour, company culture and policies and satisfactory work environment were discussed to establish relationships to organization commitment and intent to stay for a long time in the organization.

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