



A DETAILED STUDY OF ORGANISATIONAL FACTORS IMPACTING ON EMPLOYEE RETENTION IN CEMENT INDUSTRIES

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Abstract

Unending employment disappointment is an intense wellspring of occupation push. The worker may see no agreeable here and now answer for getting away from this sort of stress. A representative caught in a disappointing activity may pull back by such means as high non-appearance and lateness, or the worker may stop.

Relationship of fulfilment to truancy is likewise enhanced convincingly. Non-attendance is high when fulfilment is low. How much individuals feel that their occupations are imperative affects their unlucky deficiencies. While high occupation fulfilment won't really bring about low non-appearance, low fulfilment is probably going to realize high non-appearance. High occupation fulfilment may prompt enhanced efficiency, expanded turnover, enhanced participation, and decreased mishaps, less employment stress and lower unionization.

Considering Employee Retention as the general state of mind of prosperity with respect to occupation and its condition, it isn't hard to know how a worker feels about his activity. The inclination about the activity is specifically influenced by the activity factors like pay, sort of work performed, supervision, working conditions, open door for headway and so on. In any case, the variables influencing Employee Retention are not confined to the at work condition alone. A few components relating to 'life far from work' are lodging conditions, wellbeing, disposition, wants, desires, masochist propensities, oblivious clashes and so forth., Therefore, it is conceivable to anticipate the impact of a person's close to home and social alteration on Employee Retention .

Keyword: *Work Performed, Supervision, Working Conditions.*

Introduction

Representative Retention is firmly identified with the satisfaction of requirements. It is made out of viable, psychological and behavioural components. These components change in their power and consistency starting with one individual then onto the next. In this way, Employee Retention is the fulfilment is the fulfilment got from any interest coordinated by the procedure of satisfaction of the requirements. It is the positivity or unfavourableness with which representatives see their work. It comes about because of particular states of mind of representatives in three zones viz., particular employment factor, and individual modification at work and gathering relationship.

Worker Retention may allude either to a man or a gathering. It comes about because of the best fit among work prerequisites, needs and desires of a representative. It is utilized to express the degree of match between the representatives' desire of the activity and the prizes that the activity gives.

Representative Retention has imperative ramifications on nature of work, involvement, workers' emotional wellness and physical change. Eventually, it might have an immediate or backhanded impact on authoritative viability affecting efficiency, non-attendance, turnover and other part of workers conduct. In any case, its estimation postures complex issues. A fascinating methodology is to discover the distinction between what a representative expects about a specific factor and his genuine encounter with that factor. The differential hole distinguished by worker alongside the significance appended to the factor by him gives an unmistakable comprehension of the degree and nature of his Employee Retention . Another approach is the evaluation of one's apparent activity esteems which are compatible with the fundamental needs.

Review of literature

In 2004, Worrell surveyed and depicted diverse levels of Job Satisfaction and association between the variables in a national case of school experts from the National Association of School Psychologists (NASP). Data were assembled through sent investigation bundles including a data outline including Minnesota Satisfaction Questionnaire. 234 full time specialists responded to the investigation overview. Result demonstrated that 90% of school clinicians were satisfied or to a great degree content with their jobs. The revelations revealed a persisting augmentation as a rule satisfaction when diverged from the year 1982 and the year 1992 that uncovered being satisfied or to a great degree content with their occupations. Individuals in the contemporary case were more content with their expert dependability, self-governance and creativity.



Santhapparaj, et.al., in the year 2005, evaluated the action satisfaction of the women boss working in vehicle industry in Malaysia in light of fundamental investigation from 200 woman chiefs. The result demonstrated that female managers were generally content with their movement. Biggest measure of satisfaction happens in the locales of supervision, fill in generally speaking, and present business and present pay. In any case, for the most part gigantic number of women managers was bothered with their associates, pay and present business. The relationship examination showed that there was a basic negative association between's age, guideline and distinctive business factors that choose the movement satisfaction.

Nilufar Ahsan in 2009 analyzed the association between Job weight and Job Satisfaction. The examination was performed in a Public University in Klang Valley region in Malaysia and 300 respondents were picked for instance of the examination. The determinants of business push that have been evaluated under this investigation work consolidate organization part, relationship with others, work stack weight, homework interface, part obscurity and execution weight. The results of the investigation work revealed that the connection between relationship with others and occupation push isn't imperative. The association between workload weight and business extend, part dubiousness and occupation push is found basic. The examination delineated that the motivation is a key factor too in impacting work stress among delegates. Agents who were significantly vigorous will feel more cheerful and were all the more prepared to work for the affiliation.

Research Methodology

Research is to see what everybody else has seen, and to think what nobody else has thought. -Albert Szent-Gyorgyi.

Research Methodology is an approach to efficiently take care of the examination issue. It might be comprehended as an investigation of concentrate how inquire about is done logically. In it we think about the different advances that are for the most part embraced by analyst in concentrate his exploration issue alongside the rationale behind them.

This Research Is Designed To Study The **“Diagnostic Study Of Organisational Factors Impacting On Employee Retention With Special Reference To Cement Industries In Chandrapur Region”**. The Researcher Has Used Exploratory Research Technique To Get Into The Insights Of The Proposed Research Work. This Study Is Exploratory In Nature Hence It Will Come Under The Category Of Exploratory Research.

Objectives of Study

1. To assess the most important organisational strategies that contribute to the retention of the cement industries workforce in Chandrapur region.
2. To investigate what issues related to organisational culture contribute to the retention of cement industries in Chandrapur region.

Hypothesis

H0: Communications do not influence employee retention.

H1: Communications strongly influence employee retention.

Data Analysis

Analyzing the Impact of Communication with Employee Retention

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.914 ^a	.909	.907	1.00176

a. Predictors: (Constant), Communication

From the above table the R square value is .909 and adjusted R square value is .907 and this enlighten us that the model account for 91% of variance in the employee turnover study. This is the clear indication that this model is a very good model. Also the R value is 0.914 which states that there is a **strong relationship** between employee turnover and communication

ANOVA ^a						
Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	4.448	1	4.448	4.432	.036 ^b
	Residual	499.752	498	1.004		
	Total	504.200	499			

a. Dependent Variable: Most of the company's employees are working with the company from more than 5years

b. Predictors: (Constant), Communication

From the above ANOVA table, it is inferred that the F value is 4.432 and the significance is .036. As the significance is less than .05. It clearly reveals the fact that the model which is taken for study is **statistically significant**. Hence the hypothesis i.e. Communications do not influence employee retention is **rejected** and the alternate hypothesis i.e. Communications strongly influence employee retention is **accepted**.

Model		Coefficients ^a			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	1.957	.280		6.978	.000
	Communication	.806	.098	.914	2.105	.036

a. Dependent Variable: Most of the company's employees are working with the company from more than 5years

The above standardized beta coefficient table give a measure of contribution of communication on employee turnover. T value of Communication is 2.105 and significance is 0.036 and the probability is less than .05. Thus, Communication strongly influence employee retention.

Thus the above equation is redrafted as,

$$\text{Employee Retention} = 1.957 + 0.806 \text{ Communication}$$

Conclusion

Interpersonal relationship & Communications at all level plays a vital role in retaining the employees. The hypothesis testing result "Employee Retention = 1.957 + 0.806 Communication" clearly indicates that proper communication is very much important for the organisations. The cement companies had to retain their employees & for this purpose, there should be strong communication at all the levels. Whenever there is communication gap, employees may not perform well. The end result might be employee leaving the organisation or organisation is firing the employee out.

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