

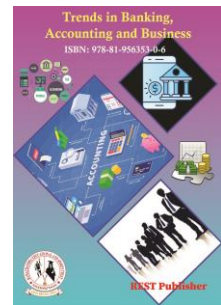


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A Study on Employee Attrition with Reference to Ascent Staffing Solutions Pvt. Ltd

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Abstract: *Employee attrition is one of the major factors that affect overall business performance. Organizations incur huge costs in terms of lost productivity and expertise, recruitment as well as training costs. For this reason, they are struggling hard to find and extirpate the causes for high attrition. These causes may vary with industry and location. This paper aims at finding the causes of attrition in a reputed sales organization with its presence in all major cities in India. This sampling method was used to ensure that the employees from all regions, tenure range, business units and grades are included. After conducting the attrition and exit interview analysis, the major reasons for attrition across all tenure ranges, grades and regions was found. After the data analysis, it was found that workplace politics, role stress, supervisor-related issues, better working opportunities and personal problems like relocation predominantly contribute to job dissatisfaction.*

Keywords: *Attrition, Exit, Analysis, Training.*

1. INTRODUCTION

Employee attrition is gradual yet deliberate reduction of employees in an organization. This decline in number of employees over a period is defined as Rate of Attrition. Employees leave company due to non-fulfilment of the expectation from the organization in return of the service towards their job. Employees leave the organization for various reasons. The cause could be higher salary in other organization, family mobility, technology preference, higher position etc. This dissatisfaction prevails at individual level and no organization can have control over it. However, attrition leads to losses and extra expense to the organizations. Organizations spend lot of time, resources and efforts in training and developing the employees to increase the efficiency level of their work.

2. OBJECTIVES OF THE STUDY

- To study on employee's attrition towards Ascent staffing Ascent staffing Solutions, Hosur.
- To study the employee attrition rate in the company
- Determine the factors for employee attrition in the company
- To find the ways to reduce the employee attrition in the company
- To be aware about the attrition among employees in the company
- To provide remedial measures and Suggestion to retain the employees in the Organization

3. SCOPE OF STUDY

The scope of this study is confined to Ascent staffing solution. with respect to the employees at all the levels of management. To identify the factors of attrition in the organizations. To study the importance of Retention in the

organizations. To suggest innovative measures for how to reduce the employee attrition and increase employee retention in the organizations. The scope of this study is confined to Ascent staffing solution. with respect to the employees at all the levels of management.

4. LITERATURE REVIEW

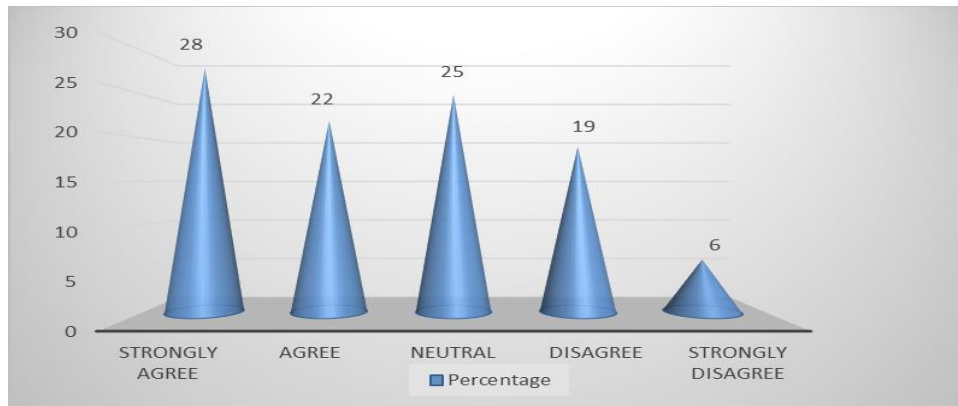
Wanous, 1992, stated in the research that the employees should be encouraged through the open communication and the freedom towards the idea sharing and speech, employees should be monitored with the open feedback system to help him improve his performance The above method will help in maintaining the employees in proper track and will lead to motivation and

Chaminade, 2007, given that the job satisfaction will be in between the turn over intention and the job commitment and its varies in the scale according the employee psychometrics. If the link is perfect between them then there is no much turn over in the Organization.

5. RESEARCH METHODOLOGY

Research methodology is considered as the nerve of the project. Without a proper well-organized research plan, it is impossible to complete the project and reach to any conclusion. The project was based on the survey plan. The main objective of survey was to collect appropriate data, which work as a base for drawing conclusion and getting result. Therefore, research methodology is the way to systematically solve the research problem. Research methodology not only talks of the methods but also logic behind the methods used in the context of a research study and it explains why a particular method has been used in the preference of the other methods.

6. DATA ANALYSIS



EFFECTIVENESS OF TRAINING PROGRAM

S. No	Category	No. of respondents	Percentage (%)
1	Strongly agree	32	16
2	Agree	34	47
3	Neutral	28	14
4	Disagree	24	12
5	Strongly disagree	22	11
TOTAL		200	100

7. FINDINGS

1. 47% of the respondents said agree in liking job.
2. 33% of the respondents said disagree in job interesting and challenging.

3. 77% of the respondents said they are having training and development program in all levels.
4. 28% of the respondents are strongly agree company providing training and development
5. 29% of the respondents said that disagree about seeking employment elsewhere.
6. 32% of the respondents strongly agree in company providing career growth and development.
7. 27% of the respondents are disagree in the company not given quality of food and accommodation.
8. 34% of the respondents are strongly agree in company offering good transport facility.
9. 32% of the respondents said that strongly disagree about supervisor treats fairly.
10. 32% of the respondents are agree about the management helps and supports me in all aspects (i.e. job & personal).

8. SUGGESTIONS

If the company provides higher studies for employees, they will get benefit and the company too getting advantage. Employee's grievance should redress immediately. Management should conduct the meeting for employees, it will lead to employee-employer relationship and they feel ownership in work. The company can give more attention to satisfy their employee's expectation and to full fill their requirements. Depending upon the economic background of the country, the company can increase their employee's salary.

9. CONCLUSION

The company should therefore address the gap in satisfying the employees' need and expectations towards their job and other related aspects which help the company to retain them more effectively. The company can also go for introducing new incentives schemes, transport facility, accommodation facility and to increase the bonus amount which helps the organization to motivate their employees to work even more and this brings best result from the employees. The company can effectively retain their all valuable employees if they follow the above suggestions

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