

# A Study on Employee Retention and Process of Update Color Process Pvt Ltd., to Pallipalayam

S.Jaikumar

Associate Professor, MBA Department,  
Sengunthar Engineering College (Autonomous)  
Kosavampalayam, Tiruchengode, Namakkal Dt., Tamil Nadu, India

K.Srividhya

Master of Business Administration Student,  
Sengunthar Engineering College (Autonomous)  
Kosavampalayam, Tiruchengode, Namakkal Dt., Tamil Nadu, India



CrossMark



## Publication History

**Manuscript Reference No:** IJIRIS/RS/Vol.09/Issue04/JLISI0106

Research Article | Open Access | Double-Blind Peer-Reviewed | Article ID: IJIRIS/RS/Vol.09/Issue04/JLISI0106

Received: 20, March 2023 | Revised: 12, April 2023 | Accepted: 26, April 2023 | Published Online: 31, July 2023 | Volume 2023

Volume 2023 | Article ID JLISI0106 <http://www.ijiris.com/volumes/Vol09/iss-04/27/JLISI0106.pdf>

**Article Citation:** Uma, Shaha (2023). A Study on Employee Attitude Towards Stress Management – Thermox Polymers Pvt Ltd., Chennai. International Journal of Innovative Research in Information Security (IJIRIS), 10, 371-375

doi: <https://doi.org/10.26562/ijiris.2023.v0904.27>

**BibTex key:** Jaikumar@2023Study



Copyright: ©2023 This is an open access article distributed under the terms of the Creative Commons Attribution License; which Permits unrestricted use, distribution, and reproduction in any medium, provided the original author and source are credited.

**Abstract:** Employee Retention is a challenging concern of the organization. This study stressed on Employee Retention strategies. Employees are the assets of the organization. To retain skilful and committed employee in the organization management should take care of employee satisfaction. Find out the reasons employee turnover and overcome this. The purpose of this study in prove how employee retention is essential in this days and age and if the organizations are not wake to the situation and immediate action are not taken to that effect what repercussions lay ahead and how they would affect the organization and the industry. 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. It is a strategic tool for the success of the firm. Employee Retention is beneficial for the organization as well as employee. Employees today are different. They are not ones who do not have good opportunities in the hand. As soon as they feel dissatisfied with the current employer or the job they switch to over the next job. A good employer should know how to attract and retains its employees.

**Keyword:** Employee Retention, Employee compensation, perks Employee satisfaction

## INTRODUCTION

In any organization HR practices play the very important role in the development of the organization and it keep the employee happy with their work. Organization working culture is going to define the employee perception about the organization and HR Practices. In a present situation many organizations are focusing to create employee's friendly environment and working condition. Due to the bad Culture and unfriendly HR practices employees are leaving their job or they are changing their workplace one organization to another organization and its also somewhere becoming the trend of the employees. According to "employee retention includes all formal procedures used to evaluate personalities and contributions and potentials of group members in a working organizations. It is a conditions process to secure information necessary for making correct and objective decision on employee.

## REVIEW OF LITERATURE:

Samuel B. Bacharach (1995) recent theory suggests that individual performance of textile industry is influenced not only by individual effort and ability, but also by rational constraints. Focusing upon job resources in adequacy a specification constraint they develop a typology of job resources and proposed a framework by which to assess the in adequacy of job resources. On the basis of this framework, they re that resources inadequacy not only mediates the link between individual effort and ability con the one hand and individual performance on the other, but also has a more direct impact on both effort and ability. They conclude with a discussion of the implications of this model with regard to goal setting employee development, and performance appraisal.

Rodney McA dam (2002) The purpose of this paper is to examine how UK companies in the textile sector obtain ideas for innovations. The trend towards the production of commodity textiles in low wage cost countries is forcing the closure of many UK textile companies. A number of these UK companies have moved away from commodity textiles, and now specialize in niche markets with highly technical products which are based on high labour performance synthetic fibers. The ability to develop innovative new products can be a source of competitive advantages for these companies and the generation of ideas for new products or creativity is the first step in this innovation process.

Rosemary R.Fullerton (2002) the shift to world-class manufacturing the has necessitated complementary changes in management accounting systems (MAS) Using survey data obtained from top manufacturing executives at 253 US firms, this study empirically examines the relationship between the level of used in time practices implemented by US manufacturing firms and the performance measures and incentive systems that are incorporated in the MAS.

Annick Bourguignon (2005) Drawing on the concept of 'trial' developed by French sociologists, this article analyzes the dynamics of employees performance evaluation systems, particularly those involving accounting performance measures. A case study is presented as an illustration of the proposal to consider these systems is one of the major trials in the business world, that is, social arrangements organizing the testing of people and resulting in ordering them, and further inconsistent social goods allocation this analysis emphasizes the role of certification in the dynamics and evolution of performance evaluation systems and enables us to revisit concepts like controllability or objectivity which have been presented for decades as corner stones of performance evaluation systems in human resource management fields.

SaiNudurupati (2007) There has been a lot of research focused on performance measurement in general in the last few decades a number of successful studies were reported in implementing performance measurement. However, very few studies were reported on performance measurement in business operating in construction industry Hence the objectives of this paper is to implement performance measurement in a business operating in the construction sector using action research. This study has shown that by introducing small changes in the construction industry through a structured performance measurement system (PMS) with appropriate management information systems.

Petersemeels (2008) Human capital theory predicts that differences in wages arise because of differences in human capital the latter can be accumulated in two ways through experience and education. Using matched firm worker data for the Ghanaian Manufacturing sector we first test whether changes in wages over the lifecycle reflect changes in performance, following the methodology of Medoff and Abraham. Experience, performance, and Earnings The case of Experience. Journal of Human Resources, 16(2), 186-216. They find that wage seniority profiles are independent of performance. A result that holds when controlling for textiles fixed effects extending the analysis, it includes a control for on the job training and find that it does not attenuate the seniority profile, which is also at odds with human capital theory. They do find however that firm characteristics play an important role.

### EMPLOYEE RETENTION

**DEFINITION:** According to "employee retention includes all formal procedures used to evaluate personalities and contributions and potentials of group members in a working organization. It is a conditions process to secure information necessary for making correct and objective decision on employee retention. Employee retention plans help the management provide systematic judgments to back up salary increases, transfers, promotion, and demotions regarding the employees. Superiors can guide the subordinates by making them aware of where they stand. Performance appraisal becomes the base for coaching and counselling of individuals employees by the superiors.

### METHODS OF EMPLOYEE RETENTION

The rating is always based on performance standards. The contrast or occurs when employee is rated without taking into account the performance standard. When the supervisor rates all the employees within a narrow range, thinking all employees are of average level, these types of error occurs. There are 120 employees in this industry; the workers are assigned with various jobs depending on the workload found in each department. They give bonus to their employees. With the motto of Reduce Reuse and Recycle, the processing division's effluent treatment has achieved 'Zero liquid discharge'. Any deficiency of employees can be detected and corrective steps can be taken through appraisal system. Employee retention systems determines which employee needs more training and becomes primary source of information regarding the strengths and potentialities of the employees Serving the community for an improved and better life through its multi commitments. Conscientious contributions to the society through the safe retention.

### HUMAN RESOURCE DEPARTMENT

Company target is to place the right person to right job, to evaluate efficiently our human resources, to contribute to training and development, to increase loyalty and pave the way to career opportunities. Equal opportunity policy we treat everybody equally regardless of religion, language, race, gender, age, ethnicity distinction. By providing equal opportunities to all candidates in our recruitment process, we aim to employ the right person for the right job. Recruitment Policy: The recruitment policy is to provide equal opportunities to candidates and allow and process of the company and their process of the opportunity to accurate way to employee. Human resource management is very useful in this company of the organization. Training and Development Policy: Education is an important element in the development of our employees and our company; we continuously invest in our human resources. Our education policy, our employees, is to support training needs to enable them to continue their task with high motivation and performance. With this approach personal development training and job.

### SCOPE OF THE STUDY

The present research study has a very wide scope. It covers aspects which is useful sever always

- The scope of the study is very wide since appraisal of the performance of various employees have greater impact over the growth of the industry
- To improvement the level of job satisfaction of employees.
- To understand the attitude of employee towards the job 4. It is to find out the opinion of respondents regarding performance appraisal system in the organization



**OBJECTIVES OF THE STUDY**

To study the impact of employee retention system towards the performance of employees in terms of commitment, skills and responsibility. To provide Company overview Collect information about cotton mélange market. To provide market over view and analysis

**RESEARCH METHODOLOGY**

Meaning

Research methodology is a way to systematically value the research problem. At may understood as of studying how research is scientifically done research and academic and a such the term should be used in technical sense.

Research design

A research design is the arrangement of conditions for collection and analysis of data manner that aims to combine relevance purpose with economy in procedure. The archer used descriptive research for this research study. The major purpose of study is description of this study is description of the state of affairs as it exist at present.

Source of data

- The sources are both primary and secondary sources. Primary data were collected by means of administered questionnaire.
- The questionnaire consists of particulars like recognition, opportunity, training, communication, etc.
- A great deal to primary and secondary data was collected through direct survey.

**CHI-SQUARE TEST**

$$\text{Chi-square test } (\chi^2) = \sum \frac{(O_i - E_i)^2}{E_i}$$

Degrees of freedom = (R-1) (C-1)

Whereas,

O= observed frequency, E= expected frequency, R=number of rows, C = number of columns

Null Hypothesis (H<sub>0</sub>)

There is no significance relationship between work experience and promotion process.

**Alternative Hypothesis (H<sub>1</sub>)**

There is significance relationship between work experience and promotion process

**ANOVATEST**

1. Correction Factor (C.F) =  $(\sum x)^2 / \text{No. of Observation} = T^2 / N$
2. Sum of Square of Total Variance: (SST) =  $\sum x^2 - Cx$
3. Sum of Squares between rows (SSR) =  $SSR^2 - CF$
4. Sum of Squares between the columns (SSC) =  $SSC^2 - CF$  Error Sum of Squares =  $SST - (SSR + SSC)$

**CORRELATION TEST**

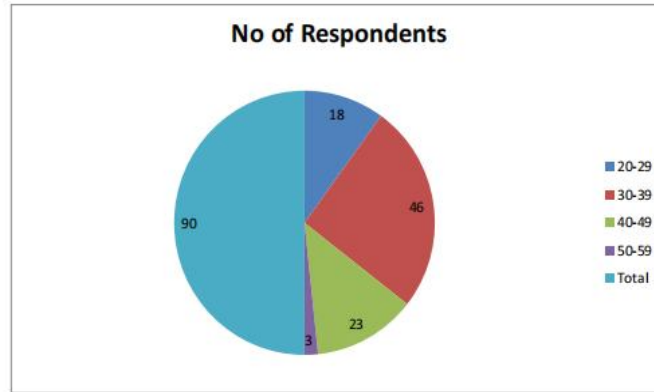
**DATA ANALYSIS AND INTERPRETATION- TABLE - I**

AGE	NO OF RESPONDENTS	PERCENTAGE (%)
20-25	34	36
26-31	46	44
32-37	11	14
Above 37	09	6
TOTAL	100	100

**INTERPRETATION**

From the above table, it is identified that 36.66 percentages of the respondents are in the age group of 20-30 years, 39.16 percentages of the respondents are in the age group of 30-40 years, 4.16 percentages of the respondents are in the age group of less than 20 years and remaining 20 percentages of the respondents are in the age group of more than 40 years. Thus the table clearly shows the majority 39.16 percentages of the respondents are between the age group of 30-40 years.

**CHART-I**



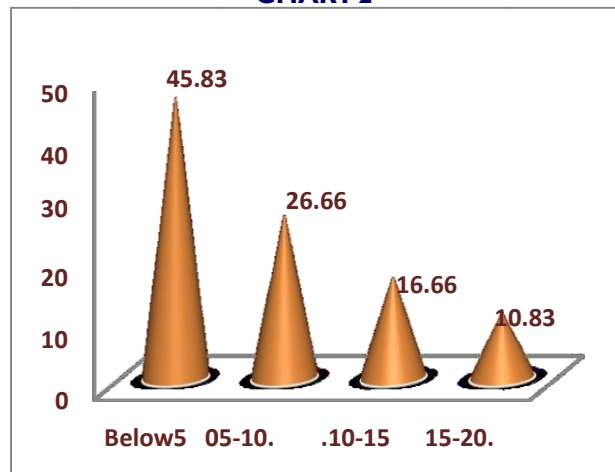
**TABLE- 2: THE TABLE SHOWING WORK EXPERIENCE WISE CLASSIFICATION OF RESPONDENTS**

PARTICULAR	NO.OF.RESPONDENTS	PERCENTAGES (%)
Below 5 years	45	45.83
5-10years	22	26.66
10-15years	20	16.66
15-20years	13	10.83
Above20 years	0	0
TOTAL	100	100

**INTERPRETATION**

From the above table it is inferred that 45.83 percentages of the respondents have below 5 years of working experience. 26.66 percentages of the respondents are 5-10 years of working experience. 16.66 percentages of the respondents are 10-15 years of working experience. Thus the table clearly shows that majority 45.83 percentages of the respondent have below 5 years of working experience.

**CHART-2**



**FINDINGS**

- Respondents are highly strongly agreed with managing my time and skills.
- Respondent are somewhat agree with your manager should have set these goals collaboratively as a part of your performance
- Respondents are somewhat is neutral with whether it is your responsibility to achieve your individual goal.
- Respondents are highly strongly agreed with your working conditions.
- Respondents are somewhat agree with you are satisfied with the stress of your current job.
- Respondents are somewhat is neutral with my skill utilized.

## SUGGESTION

- To give more training to the worker to realize their strength.
- To encourage the worker through prizes and awards for the performance improved.
- The comment is not known to the individual so that the individual has taken no steps to improve himself about his weakness.
- The appraisal system should be known to the individual for the purpose of self development, to eradicate the previous negative things and to improve the attitude in efficiency.
- Counselling programme for employees can be arranged after the completion of performance appraisal

## CONCLUSION

Employee retention is a crucial for long-term health and success of the business. Managers readily agree that retaining best employee ensures customer satisfaction, production sales, satisfied co-workers good will of the Organization etc. If you truly respect and appreciate and treat your employees wonderfully you will never lose them. HR professionals can and should do what they can to minimize factors with their control that may contribute to a lack of productivity. The number one factor employee cites as negatively impacting their work productivity is poor management. Similarly, HR professionals should take a leading effectively managing and communicating to employees about organizational changes such as merger or changes in leadership, as a number of employee indicate that these changes can lead to loss in productivity.

## REFERENCE

1. Kothari. C .R. "Research Methodology 200 Edition (2000), vishwaprakashan CompanyA .Ltd.
2. Armstrong K, dan Ward A 2006. What Makes For Effective Performance Management Corporate Partners Research Program.
3. P.N Arora, S. Arora, "Statistics for management" ,1" Edition (2003) S. Chand company Ltd .
4. Berger, L,A, dan Berger D R 2008 The Handbook of the Best Practices OnTalent Management Jakarta PPM. Bonadio, S 2010 succession planning The Raise of Talent Ecosystem Social Science Research Network.
5. Dharma, Surya 2005. Management Kmerja Faisafah Teortdana poriya, yogya kartha Pustaka Pelaraj