

AN EMPIRICAL STUDY ON ANTECEDENTS OF EMPLOYEE RETENTION AND TURNOVER INTENTIONS OF EMPLOYEES

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ABSTRACT

Retention of key employees is critical to the long-term health and success of any organization and has emerged to be big challenge to human resource practitioners. The present study has tried to examine the employee turnover intentions in the organization and the role of important organization management factors in employee retention have also been assessed. The study has also investigated the relationship between the antecedents of employee retention and turnover intentions of employees. It has been observed that majority of the respondents have given higher mean values above average to all the components of employee retention but HR practices have been emerged to be the most important determinant. The results showed that the mean difference among various experience groups have been found to be significant for factor leadership, between married and unmarried respondents have been found to be significant for the components HR practices, leadership and organization culture, educational qualification for HR practices and leadership and income for factors HR practices, leadership and organizational culture. A negative relationship has been noted between majority of the antecedents of employee retention and turnover intentions.

KEYWORDS: Employee Retention, Employee Turnover Intention, Organization Culture, Job Satisfaction, Leadership