

# A Review on HR Practices for Employee Retention

Sneha Singh Parihar

Assistant Professor

Vindhya Institute of Technology & Science,

Satna, India

E-ID: snehasingh682@gmail.com

**Abstract—** For an HR Professional it is a major task to maintain and enhance the satisfaction level of its performing employees and develop the scope of performance for non performers. The matter of human resource activities have been commonly used to observe organizational performance. Management teaches time and again that employees are an asset to any organization. Retention of key talents is the foremost challenge for HR professionals at present scenario. Even when there is high unemployment key talents are never out of race and they are always in demand. Advancement opportunities and reward policies came as most prominent reasons and highly driven factors for performers to stay. Here a study has been made to analyze various factors related to employees that directly or indirectly help them to stay or move not necessarily all these practices are adopted by all the organizations, it may differ from industry to industry and area of work and people they are dealing with. The study focuses on the employee and employer expectations in an industry/organization.

**Index Terms—** Retention, Talent Management, Attrition, Job Enrichment.

## I. INTRODUCTION

In this review paper a sincere effort has been made to ascertain the most prominent reasons of employee turnover and how to retain your key talents as attrition hampers the goodwill of any organization. Management always teaches that it is very important to keep your people happy and motivated because if the work force is contented they will input more than their efficiency with greater enthusiasm and commitment towards their work. If the employees are satisfied and loyal to their workplace it will automatically lead to the retention of employees which is the most critical task before HR Professionals. People-related issues such as job security, work satisfaction, work culture, employee grievances, benefits recognition etc are dealt very wisely by HR people to maintain the spirit of organization which is highly commendable. Employee retention is the biggest challenge in organizations and in front of HR Professionals due to increasing competition in the current scenario when the demand of experienced and good employee is actually outstripping the supply, higher salary structure poses another challenge in controlling attrition levels in the industry.

### Impact of employee attrition

- Cost of Re- recruiting
- Retraining
- Loss of productivity

- High turnover and absenteeism create many problems in the organization.
- Recruiting training and developing large number of new personnel into a working team take years.

## II. ROLE OF HRM IN TALENT MANAGEMENT

The primary objective of HRM is to ensure the availability of a competent and willing workforce to an organization. Human resource management is concerned with the people. The organizational objectives can be best achieved by acquiring right people, developing their skills, motivating them towards the attainment of organizational goals by high performance and ensuring that they continue to maintain their commitment and loyalty towards the organization. One of the greatest challenges employers face today is finding and keeping good employees. It is very important to keep a stable workforce to keep the organization moving towards the attainment of its objectives and mission. First of all it is important to understand the reasons why employees leave:

1. Employees feel that the job or workplace is not what they have expected.
2. No proper compensation and reward policies
3. There is lack of support from the superiors
4. There are very few growth and advancement opportunities.
5. Employees feel lost and unrecognized in their organization.
6. Employees feel stress from overwork and have a work life imbalance.
7. There is a loss of trust and confidence in senior leaders.

## III. BATTLING ATTRITION

### Working Environment

The primary retention strategies have to do with creating and maintaining a workplace that attracts, retains and nourishes good people. This covers a lot of issues, from developing a mission, culture and value system to insisting on a safe working environment. A work environment is the result and product of a company's distinct culture. Employees do not leave the organization but their boss. There should be a good

bond between the superior and the subordinate. Many employees remain unmotivated because their superiors could not give them proper direction motivation is very necessary as motivated employees put higher performance as compared to other employees and Motivated employees stay in the organization and their absenteeism is quite low.

#### **Job Enrichment**

The talented manpower feel contended when they get good work profile and get wide scope to excel a place where they can make optimum use of their potential, where they can exhibit their knowledge and talent the employer should understand the need of the employees and it is an attempt to motivate employees by giving them the opportunity to use the range of their abilities .People want to be better with every passing day. If the need is not satisfied even after the goal directed behavior, the person may feel frustrated which can be defined here as the accumulation of tension because of non fulfillment of needs.

#### **Performance based incentive**

An incentive program is a formal scheme used to promote or encourage specific actions or behavior by a specific group of people during a defined period of time employee incentive programs are used to increase overall performance such programs help to a great extent to reduce turnover, boost morale and loyalty, improve employee wellness, increase retention and drive daily employee performance.

#### **Recognition and Rewards**

Employees not only want good pay and benefits they also want to be valued and appreciated for their work ,treated fairly and have advancement opportunities. When people don't feel valued or appreciated, all the money in the world can't hold them. Recognition and rewards play an important role in work unit to attract and retain employees. It is the day to day interaction that makes employees feel that their contributions are appreciated and they are recognized for their unique qualities. This type of recognition may contribute to high morale in the work environment. So it is very important those managers who communicate such org goals to employees are included in the development of recognition programs.

#### **A sense of belonging**

A person is an emotional creature. They need to be satisfied emotionally. It is of great concern that an employee feel emotionally connected to his workplace or not. Many people feel dissatisfied and less motivated towards their work because of this prominent reason. People need to feel a sense of belonging in order to find meaning in their work and to engage the power of their emotions.

## **IV. DISCUSSION**

Based on the study it can be said that there is no specific rule of managing the employees successfully as the employees their need and employers expectations vary from organization to organization. but few HR strategies surely lay a good foundation by recruiting the correct people and convert them into a committed and indispensable workforce for the organization.

Based on my study following points are list of suggestions i would recommend to retain good employees.

- Better understanding of the policies, procedures, vision and mission must be clear to the employees.
- Use the strategy of work with fun. This will increase employee's performance.
- Superior's should treat every employee equally. Equal opportunities should be imparted to employees.
- If the performance of some employees is not up to the mark, the boss should try to find out the reason and proper training needs to be given to such employees.
- Money is not the only but major motivator to retain employees so they must be paid fairly on the basis of their performance.
- Social gatherings for employees should be encouraged
- Employees should have the option to bring a variety in their work within the same organization.
- Employees should feel recognized and appreciated for every new and good work done.

## **REFERENCES**

- [1] C.Balakrishnan, Dr.D.Masthan, Dr.V.Chandra, Employee Retention Through Employee Engagement - A Study At An Indian International Airport.
- [2] Muhammad Imran Hanif and Shao Yunfei- The role of talent management and HR generic strategies for talent retention.
- [3] Hamdia Mudor and Phadett Tooksoon, Conceptual framework on the relationship between human resource management practices, job satisfaction, and turnover
- [4] Dr. Mita Mehta, A Case Study of Employee Retention post-merger in the NHS.
- [5] An Oracle White Paper June 2012 -Talent Retention: Six Technology-Enabled Best Practices, Volume 2, Issue 2, February 2014 International Journal of Advance Research in Computer Science and Management Studies- *Review Paper – Study on Employee Retention and Commitment.*