34 stated that would leave only if something considerably better turned up, 0 stated that would leave if something better turned up, and 26 stated that they intended to leave as soon as possible.

It can be noted that the significance of $\chi^2$ is .000 which is less than 0.05(5%); we reject the null hypothesis and conclude that there is an association between Classification of Bank employed in and Plans for Staying in This Organization at 5%.

CHAPTER VII

CONTRIBUTIONS OF THE STUDY

7.1 INTRODUCTION

In this chapter, the various contributions to the research of Management practice, Policy formulation and Body of knowledge are discussed simultaneously highlighting the directions for future research.

7.2 CONTRIBUTIONS TO PRACTICE

In Indian job market, employee retention is a significant issue for Human Resource Practitioners. Continuous efforts and researches are being undertaken to know the factors and variables affecting the employee retention. This study has thrown light on the determination of factors and how the variables of demography
and the variables of organisational commitment affect the Job-switching-pattern of private bank employees in Virudhunagar district. Hence it will provide an insight for the human resource managers to influence the factors that affect the job switching behaviour.

7.3 CONTRIBUTION TO THE INDIVIDUALS

Organisational commitment is a major variable that normally leads to the productivity of an organisation. If the employees are committed then it is the organisation to understand that they have to take care of their employees. So this study will help the individual employees to understand his needs and how his needs are matched by the industry. Hence, this study contributes to the individual employee to understand the strengths and weaknesses of him and help the organisation to improve its productivity.

7.4 CONTRIBUTION TO THE BODY OF KNOWLEDGE

The study is a novel attempt in the field of determining the retention factors through organisational commitment. This clearly explains process of conversion of
commitment to retention. From the tri dimensional model, how the antecedents cause the process and the result of the process in development of commitment and the process of the transformation commitment to productivity and finally the process of how productivity leads to job retention. This research tested the Allen and Meyer’s tridimensional model of commitment through job retention.

7.5 CONTRIBUTION TO THE PHILOSOPHY OF MANAGEMENT

From the analysis it was found that commitment variables considered in this study were sufficient to study the retention of private bank employees in Virudhunagar District. The major variables and its commitment factor were

Affective component

Personal meaning of organization, benefit package, recent rise in salary, total salary package, influence of supervisor on pay, size of the current financial incentive, method of giving rise in salary, proper training applicable to individuals, development opportunities and professional development

Normative commitment

Situational factors compelling to quit the organization, development of
complex skills, nature of job, independence and freedom

**Continuance commitment**

Options available to leave, obligation to current employer, disturbance in life if left the job, willingness to leave due to fatigue.

### 7.6 DIRECTIONS FOR FUTURE RESEARCH

Even though a number of studies available on organizational commitment and retention. Due to change in environment the factors and way of meeting the individual needs are also changing. Hence the process of understanding the formulation of commitment in the individuals and how it leads to retention. This study covers only private bank employees and this may be extended to other industries also so that in every area the productivity can be increased.

- There are number of theories on organisational commitment. The researcher adopted the Allen and Meyer’s model of commitment. The future researchers may make an attempt to compare this model with some other theory.
➢ This research study was conducted among employees of private banks only. The same study may be conducted as a comparative study by selecting respondents from more than one industry.

➢ This study was carried out in Virudhunagar district of Tamilnadu. The same study may be conducted by extending geographic scope.

**BIBLIOGRAPHY**

**BOOKS**


Organisational Behaviour, Hellriegel, Slocum, Woodman, South Western Thomson Learning, Ninth Edition


Business Statistics, Dr.S.P.Gupta, Dr.M.P. Gupta, Sultan Chand & Sons, New Delhi, Fifteenth Enlarged Edition.
