FINDINGS, CONCLUSIONS AND SUGGESTIONS
The main purpose of this chapter is to synthesize the results from the chapters and to provide answers to the questions whether, Job Satisfaction, Work Environment and Employee Compensation have influence on Employee Retention and it is also a major thrust to highlight the contribution of this research to further develop and enhance knowledge in this field and foresee the future implications of this study.

Much research on Employee Retention has centered on understanding the varied reasons behind employee’s decision to leave organization as well process by which people make such choices. By understanding why people leave organization can also gain a better way of why people stay and can learn how to influence these decisions.

In this study an attempt has been made to know the reasons why employees will leave the organization and what makes them leave and what can be done by the organization so that the key talents which are the main assets of the organization do not leave the organization which has an adverse effect on the image, goodwill and ultimate growth of the organization in this competitive environment. The findings of the present study are as follows which are divided into various segments to have a clear and precise understanding on the research topic:

**SECTION 1 PERSONAL INFORMATION**

- Majority of the respondents covered under the study that is 82.8 % (n=125) belong to the age group of less than 30 years and between 30 to 40 years of age.

- Majority of the respondents covered under the study that is 90.7 % (n=137) are males.

- Majority of the respondents covered under the study that is 50.3 % (n=76) are graduates.

- Most of the respondents covered under the study that is 43 % (n=65) have work experience of around 10 years.
SECTION 2

- most of the respondents that is 49.7 % (n=75) are moderately satisfied with overall job satisfaction in the organization

- majority of the respondents that is 50.3 % (n=76) are moderately satisfied with their work environment conditions prevailing in the industries

- most of the respondents that is 49.7 % (n=75) are moderately satisfied with the companies employee retention policies

- majority of the respondents that is 51 % (n=77) are moderately satisfied with the companies compensation policy

SECTION 3 HYPOTHESIS TESTING

- The Pearson Chi-Square value for the association between Age and Job Satisfaction was obtained as 13.527 with 6 degrees of freedom and a Significance Probability less than 0.005 in the asymp. Sig. (2-tailed) column which is 0.035 which shows that there is significant association between age and job satisfaction.

- The Pearson Chi-Square value for the association between Age and work environment was obtained as 10.786 with 6 degrees of freedom and a Significance Probability of more than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.095 which shows that there is non- significant association between age and work environment.

- The Pearson Chi-Square value for the association between Age and Employee Retention was obtained as 5.602 with 6 degrees of freedom and a Significance Probability of more than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.046 which shows that there is non- significant association between age and employee retention.

- The Pearson Chi-Square value for the association between Age and Employee Compensation was obtained as 9.125 with 6 degrees of freedom and a Significance Probability of more than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.167 which shows that there is non- significant association between age and Employee Compensation.
• The Pearson Chi-Square value for the association between Sex and Job Satisfaction was obtained as 4.416 with 2 degrees of freedom and a Significance Probability of more than 0.005 in the asymp. Sig. (2-tailed) column which is 0.110 which shows that there is non- significant association between sex and job satisfaction.

• The Pearson Chi-Square value for the association between Sex and Work Environment was obtained as 3.475 with 2 degrees of freedom and a Significance Probability of more than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.176 which shows that there is non- significant association between sex and work environment.

• The Pearson Chi-Square value for the association between Sex and Employee Retention was obtained as 1.441 with 2 degrees of freedom and a Significance Probability of more than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.486 which shows that there is non- significant association between sex and employee retention.

• The Pearson Chi-Square value for the association between Sex and Employee Compensation was obtained as 1.690 with 2 degrees of freedom and a Significance Probability of more than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.430 which shows that there is non- significant association between sex and Compensation.

• The Pearson Chi-Square value for the association between Education Job Satisfaction was obtained as 26.396 with 8 degrees of freedom and a Significance Probability of less than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.001 which shows that there is significant association between Education Job Satisfaction.

• The Pearson Chi-Square value for the association between Education and Work Environment was obtained as 32.543 with 8 degrees of freedom and a Significance Probability of less than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.000 which shows that there is significant association between Education and Work Environment.
• The Pearson Chi-Square value for the association between Education and Employee Retention was obtained as 5.749 with 8 degrees of freedom and a Significance Probability of more than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.675 which shows that there is non-significant association between Education and Employee Retention.

• The Pearson Chi-Square value for the association between Education Employee Compensation was obtained as 29.925 with 8 degrees of freedom and a Significance Probability of less than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.000 which shows that there is significant association between Education and Employee Compensation.

• The Pearson Chi-Square value for the association between Experience and Job Satisfaction was obtained as 8.545 with 4 degrees of freedom and a Significance Probability of more than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.074 which shows that there is non-significant association between Experience and Job Satisfaction.

• The Pearson Chi-Square value for the association between Experience and Work Environment was obtained as 3.029 with 4 degrees of freedom and a Significance Probability of more than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.553 which shows that there is non-significant association between Experience and Work Environment.

• The Pearson Chi-Square value for the association between Experience and Employee Retention was obtained as 3.057 with 4 degrees of freedom and a Significance Probability of more than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.548 which shows that there is non-significant association between Experience and Employee retention.

• The Pearson Chi-Square value for the association between Experience and Employee Compensation was obtained as 5.641 with 4 degrees of freedom and a Significance Probability of more than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.228 which shows that there is non-significant association between Experience and Employee Compensation.
SECTION 4 HYPOTHESIS TESTING

- The Pearson Chi-Square value for the association between Job Satisfaction and Work Environment was obtained as 78.353 with 4 degrees of freedom and a Significance Probability of less than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.000 which shows that there is significant association between Job Satisfaction and Work Environment.

- The Pearson Chi-Square value for the association between Job Satisfaction and Employee Retention was obtained as 31.010 with 4 degrees of freedom and a Significance Probability of less than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.000 which shows that there is significant association between Job Satisfaction and Employee Retention.

- The Pearson Chi-Square value for the association between Job Satisfaction and Employee Compensation was obtained as 38.060 with 4 degrees of freedom and a Significance Probability of less than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.000 which shows that there is significant association between Job Satisfaction and Employee Compensation.

- The Pearson Chi-Square value for the association between Work Environment and Employee Retention was obtained as 79.836 with 4 degrees of freedom and a Significance Probability of less than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.000 which shows that there is significant association between Work Environment and Employee Retention.

- The Pearson Chi-Square value for the association between Work Environment and Employee Compensation was obtained as 66.386 with 4 degrees of freedom and a Significance Probability of less than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.000 which shows that there is significant association between Work Environment and Employee Compensation.

- The Pearson Chi-Square value for the association between Employee compensation and Employee Retention was obtained as 56.206 with 4 degrees of freedom and a Significance Probability of less than 0.005 in the Asymp. Sig. (2-tailed) column which is 0.000 which shows that there is significant association between Employee compensation and Employee Retention.
SECTION 5 HYPOTHESIS TESTING

- There is significant Positive correlation between the demographic variables that is age and experience at p value.000 and 0.719, There is non- significant Positive correlation between the demographic variables that is age and Education at p value.000 and .088, There is non- significant Negative correlation between the demographic variables that is age and Sex at p value.000 and -.257, There is non- significant Negative correlation between the demographic variables that is sex and Education at p value.000 and -.166, There is non- significant Negative correlation between the demographic variables that is sex and Experience at p value.000 and -.106, There is non- significant Negative correlation between the demographic variables that is Education and Experience at p value.000 and -.021.

- There is significant Positive correlation between the key variables that is job satisfaction and work environment at p value 000 and 0.639 there is significant Positive correlation between the key variables that is job satisfaction and employee retention at p value 000 and 0.485. There is significant Positive correlation between the key variables that is job satisfaction and employee compensation at p value 000 and 0.441, There is significant Positive correlation between the key variables that is work environment and employee retention at p value 000 and 0.655, There is significant Positive correlation between the key variables that is work environment and employee Compensation at p value 000 and 0.688, There is significant Positive correlation n between the key variables that is Employee compensation and employee retention at p value 000 and 0.594.

SECTION 6 REGRESSION ANALYSIS

As the model using dependent and independent variable was showing significant finding the further regression was done. The Regression coefficient ‘R’ = 0.972 or 97.2 % which means that correlation between dependent variable and independent variables is positive. The coefficient of determination ‘R2’ = 0.945 indicating that 94.5% of variation in dependent variable is explained by independent variables. The F-test value of 837.971 is significant because the significance level is = .000 which is less than 0.05.
Hence, null hypotheses will be rejected and alternative hypotheses will be accepted that retention is positively associated with Job Satisfaction, Work Environment and Employee Compensation. This also implies that the correlation between dependent variable and independent variables is statistical significant and the regression model is valid. The regression analysis results as shown in reveal a statistically significant positive relationship between work environment and employee retention ($\beta = 0.456$, p-value = 0.05)

According to Table Regression coefficient for the table it shows Employee compensation ($\beta_1$) = .991 or 99.1% which implies that one percent increase in Employee Compensation of employees increase 99.1% of retention level if other variables are kept controlled. The T-test value 37.750 is significant at .000 which is less than the 0.05. The relationship is positive and statistically significant. The result shows that only Employee Compensation significantly and positively influences employee retention.
CONCLUSION

This study sought to identify the various employee demographic characteristics and their effects on Employee Retention in manufacturing Industry. Regression analysis and chi-square test also revealed a positive and significant association between the dependent and the independent variables.

The basic descriptive statistics has revealed that Majority of the respondents covered under the study fall in the age group of 30 to 40 years of age which shows that the workforce is young and they belong to male category who are graduates and having work experience of around 10 years.

The association of different demographic characteristics such as sex, age, education, and years of experience in which Education was significantly associated with all key variables that are Job Satisfaction, Employee Compensation, Job Satisfaction and Employee Retention which was also revealed in study conducted by Pooniah.V. et al, 2014 in his their study titled Employee Demographic Characteristics and Their Effects on Turnover and Retention in MSMEs level of education qualification is found to be positively associated with turnover suggesting that the more educated employees are, the more likely they are to quit and age was significantly associated with only Job Satisfaction while remaining demographic characteristics were not significantly associated with key variables.

The review of the literature identified that Human Resource Practices and Policies are the most important and valuable means that influence employee retention in any organization. These are considered as the key factors in managing Human Resource Manufacturing Industry and they have a significant contribution to the economic growth of a country and therefore needs better retention strategies to increase retention rates of employees, improve their productivity and profitability margins. It is therefore concluded that increasing job satisfaction, Employee Compensation, providing good working environment and increasing recognition and rewards are some of the strategies that can help minimize the turnover rate these findings are in line with study done by Pooniah. V. et al, 2014 in his their study titled Employee Demographic Characteristics and Their Effects on Turnover and Retention in MSMEs.
The association between different key variables that is Job Satisfaction, Employee Compensation, Job Satisfaction and Employee Retention was founded out to be significant which indicated that all the key variables had influence on other variables too which means that employee compensation, job satisfaction and working environment do have an positive influence on each other and play a major role in employee retention which was also revealed in study done by Imna, M. and Hassan, Z. (2015) in their study titled Influence of Human Resource Management practices on Employee Retention in Maldives Retail Industry stated that The findings of the study revealed that it is important to note that reward and compensation practices have significant and positive influence on employee retention. This is evident in many organizations. Reward and compensations are paid much more to those who are important or key players in the organization in order to keep them in the organization. However it is also important to note that this method alone may not be a sustainable method to retain staff. Therefore non-monetary and other reward and recognition methods should be employed to retain staff rather than focusing on monetary methods alone and in Akila, R. (2012) in her study titled A study on employee retention among executives at BGR energy systems ltd, Chennai stated Employee retention It was founded out that reward place an important indispensable role in employee retention and organization should give more importance towards financial rewards to retain key employees. The findings revealed that there was positive significant relationship between work environment and employee retention. Work environment has 86.3% impact on employee retention. There is a positive significant relationship between work life balance and employee retention. Work life balance has 94% impact on employee retention.

There is positive correlation among key variables that is Job Satisfaction, Employee Compensation, Job Satisfaction and Employee Retention which means if employees are provided with good working environment it raises their job satisfaction and simultaneously if they are satisfied with the job and paid fairly there are high chances they will remain associated with the company and it helps company in retaining the best talent which also have been highlighted under the study conducted by Fitz-enz(1990) recognized that employee retention is not influenced by a single factor, but there are hosts of factors which are responsible for retaining employees in an organization. Management need to pay attention to factors such as compensation &
rewards, job security, training & developments, supervisor support culture, work environment and organization justice etc. According to Osteraker (1999) the employee satisfaction and retention are the key factors for the success of an organization. The Retention factor can be divided into three broad dimensions, i.e., social, mental and physical. The mental dimension of retention consist of work characteristics, employees always prefer flexible work tasks where they can use their knowledge and see the results of their efforts which, in turn, helps in retaining the valuable resources. The social dimension consists of the contacts that the employees have with other people, both internal and external. The physical dimension consists of working conditions and pay. Stein (2000) Clarke (2001) Parker and Wright (2001) have rightly observed that organization must utilize an extensive range of human resource management factors to influence employee commitment and retention. Walker (2001) identified seven factors that can enhance employee retention: (i) compensation and appreciation of the performed work, (ii) provision of challenging work, (iii) chances to be promoted and to learn, (iv) invitational atmosphere within the organization, (v) positive relations with colleagues, (vi) a healthy balance between the professional and personal life, and (viii) good communications. Together, these suggest a set of workplace norms and practices that might be taken as inviting employee engagement.

There is significant Positive correlation between the demographic variables that is age and experience at p value.000 and 0.719, There is non-significant Positive correlation between the demographic variables that is age and Education at p value.000 and .088, There is non-significant Negative correlation between the demographic variables that is age and Sex at p value.000 and -.257, There is non-significant Negative correlation between the demographic variables that is sex and Education at p value.000 and -.166, There is non-significant Negative correlation between the demographic variables that is sex and Experience at p value.000 and -.106, There is non-significant Negative correlation between the demographic variables that is Education and Experience at p value.000 and -.021. Thus it can be concluded there is positive correlation between age and experience which means as age increases the experience of the employee is bound to increase which was also revealed by Chung. J. et al, 2015 in their study titled A study on the relationships between age, work experience, cognition, and work ability in older employees.
working in heavy industry According to the results of the correlation analysis of workers’ age, number of years of service, cognitive ability, and work ability, there was a strong correlation between workers’ age and number of years of service which mean as experience increases with age there are more chances to retain employees.

As the model using dependent and independent variable was showing significant finding the further regression was done. The Regression coefficient ‘R’ = 0.972 or 97.2% which means that correlation between dependent variable and independent variables is positive. The coefficient of determination ‘R²’ = 0.945 indicating that 94.5% of variation in dependent variable is explained by independent variables. The F-test value of 837.971 is significant because the significance level is = .000 which is less than 0.05. Hence, null hypotheses will be rejected and alternative hypotheses will be accepted that retention is positively associated with Job Satisfaction, Work Environment and Employee Compensation. This also implies that the correlation between dependent variable and independent variables is statistical significant and the regression model is valid The regression analysis results as shown in reveal a statistically significant positive relationship between work environment and employee retention ($\beta = 0.456$, p-value = 0.05) which was highlighted in study by Nazia, S. & Begum, B. (2013) in their study on Employee Retention Practices in Indian Corporate – A Study of Selected MNC’s who stated that Rewards are the extra perks that a company offers beyond the basics of respect and recognition that makes it worth people’s while to work hard, to care. The third variable that is chosen under organizational efforts is rewards given based on performance and its impact on employee retention. It is seen that the calculated value of F for this variable is 4.84 which is greater than the table value 3.8415, the null hypothesis is rejected and it is concluded that rewards given based on performance has an impact on retention of employees. Work environment as a variable affecting retention of employees is also analyzed using ANOVA. The calculated value of F is 0.24 while the table value is 3.8415 at df=1. As the calculated value is less than the table value, the null hypothesis is rejected and it is concluded that a congenial work environment helps to retain employees in Indian MNCs and Rathnaweera, R. (2010) in her study titled Do hrmpractices impact employee satisfaction, commitment or retention? (Empirical studies of srilankan public sector banks) The results of this study revealed that Compensation & social benefits ($t = 3.269; p = 0.001$) and performance appraisal ($t =
3.253; p = 0.001) emerged as the most significant variables in explaining the variance in employee retention. Five out of eleven indicators of compensation & social benefits were found to be explanatory factors having significant effects on employee satisfaction. Results of regression analysis supported the hypothesis that provision of compensation and social benefits is positively related to higher employee commitment as well as employee retention.

According to Table Regression coefficient for the table it shows Employee compensation (β1) = .991 or 99.1% which implies that one percent increase in Employee Compensation of employees increase 99.1% of retention level if other variables are kept controlled. The T-test value 37.750 is significant at .000 which is less than the 0.05. The relationship is positive and statistically significant. The result shows that only Employee Compensation significantly and positively influences employee retention which was also highlighted in study by Nawab, S. (2011) in her study on Influence of Employee Compensation on Organizational Commitment and Job Satisfaction: A Case Study of Educational Sector of Pakistan. Regression models are utilized to predict the value of dependent variable from the values of two or more independent variables. Regression model for the study was as Employee Compensation = Intercept + Coefficient (Job Satisfaction) + error. The results showed that in Pakistani educational sector setting employee compensation has 52.1% impact on employees’ job satisfaction. Results of equation 2 show that employee compensation has a strong a significant impact on job satisfaction (β = 0.421, p = 0.000). This also validates and proves our second research hypothesis for Pakistani educational sector employee compensation has a significant and positive impact on employees’ job satisfaction. The results also indicate that as compared with job satisfaction impact of employee compensation is stronger on organizational commitment,
A thorough examination of the analysis of the data and findings of the study revealed the researcher to enlist the following suggestions.

Work Environment has been identified as one of the major factor for retention of the employees and it is also one of the most important factor in deciding: the satisfaction and dissatisfaction an employee has with the organization and his work. This factor has shown a positive influence on retention, if employees feel the work pressure in the organization is more and is unbearable they will think of leaving and the organization may not succeed in retaining such employees in spite of its hard efforts. This important aspect has to be look into consideration by the organization which was also suggested in study by: E. Jalaja (2016) in his study titled Retention Strategy of IT and ITES Companies in South India Metropolis.

Work-Life Balance: Indian work culture has always been associated with no of hours worked without giving due consideration how effectively the work was done. The need is actually to look into how productive they were during their hours of work rather they focus on their mere presence in terms of hours of work. Giving employees more flexibility and control over the hours they work can be the turning point between retaining them and having to spend time trying to found an replacement. As a result majority of the organizations are trying to implement flexible work hours for the convenience of their employees. For their comfort organizations are implementing:

- Flexi-time
- Job Sharing
- Compressed work week
- Work from home
Giving fun factor due importance in workplace: Retention of employees is always been related to interpersonal factors, connections and amount of fun as a part of work teams. The team having fun factor as a part of its workers that uses it as a activities in stress management in highly charged production environments where long hours are required, many employees give importance to interpersonal relations and such programs if initiated by the organization will definitely ensure good relations among team members and it will also will lead in effectively handling work pressure and stress management of the employee effectively.

Employee Compensation has also been identified as one of the major factor in retention of the employees and it also leads to satisfaction or dissatisfaction of the employees at work place. In this study also it has shown a positive influence on employee retention. If they employees think that the compensation they get for the work they do in the organization is less or not satisfactory they will think of switching the job and it might be very hard for organization to retain such talents in spite of putting hard efforts. This important aspect has to been to given due consideration by the organization while framing their retention polices which was also highlighted in study done by : E. Jalaja (2016) in his study titled Retention Strategy of IT and ITES Companies in South India Metropis.

The following measures can be adopted by organization to create effective compensation strategy such as by providing:

**Rewards:** Employee reward covers how people are awarded in accordance to their value to their organization. It is both about financial and non-financial rewards and embraces the strategies policies, structure, and processes used to develop and maintain reward system. The ways in which employees are valued can make a considerable impact on the effectiveness of the Organization and is the heart of employment relationship. The aim of employee reward policies and practices if any in the organization is to help attract retain and motivate high quality employees. Getting it wrong can have a significant negative effect on motivation commitment and morale of the employees.
**Profit sharing or Gain Sharing:** It appears to be the most effective reward strategy from an retention perspective. Of all the various reward strategies that have been implemented over recent years profit sharing appears to be the most effective one Yet many small and medium enterprises are not concentrating on this issue only a few large organizations are implementing the profit sharing method of reward strategy. As it has proved as one of the best method of employee retention all the organization irrespective of size should implement it so they can be in an advantageous position. Just planning the reward system will not do much for the organization its success will depend on how prompt the organization is in rewarding, checking its worth every mean and while giving its employee chance to choose type of reward for the work done by them instead of employer’s choice.

**Variable pay:** Many studies have proved that compensation is one of the most rated factors for the employee’s decision for either staying or leaving the organization. But compensation alone does not pay the role. Great work places do not win employee morale confidence or loyalty just merely by giving packages. They do so by striking right balance between compensation and performance management. Due to dissatisfaction as a result of poorly packages not linked with performance many companies now seek to respite by adopting the variable pay approach.

**Knowledge Enhancement:** One of the major reasons why employee resigns is when they feel they have stopped learning and developing personally and professionally. So it is employer’s task to see that employees’ are faced with new challenges and are equipped with skills necessary to deal with their work. Employer’s has to maximize opportunities for individual employees to develop their skills and move on in their career.

**Interesting Assignments:** Providing with variety of assignment would ensure retention. Identifying employee talents and then ensuring and encouraging them to stretch their abilities into new areas will definitely make that employees to think twice to leave the organization.
Job Sculpting: Many Departures arises from frustrations due to day to day experience of the role rather than issue relating to firm of the individuals. In such situations manager have to observe the situation at its first instance and move them first to a new role. Where the employee can do the work with ease.

Job satisfaction has also been identifies as one of the major factor for retention of employees and it is also an important factor in deciding employee satisfaction and dissatisfaction towards his job and which has an impact on employee retention if it is not given due regards and importance by the organization. In the current study this factor has shown a positive influence on employee retention. If the employees fell that the work environment which composites of host of factors is not congenial and not appropriate and simultaneously compensation which they receive for the work which they do in the organization is not satisfactory it will lead to dissatisfaction and they would be prompt to leave the organization which has a very bad impact on organization on its future growth prospects and goodwill in the market.

It was also revealed from the study age has a significant association with job satisfaction. The age of the employees play a vital role in estimation of job satisfaction level of an employee as factors such as extrinsic rewards, flexible work hours, job rotation might not be important for older employees these important fact has to be kept in mind by the employees while framing retention policies. The employer should keep in mind during framing compensation policy depending on age as older age employees have more inclination towards intrinsic rewards while younger age employees have towards extrinsic rewards as compensation has direct impact on employee satisfaction and retention. Besides job satisfaction, work environment and employee compensation employer should also look in other factors as study has revealed that there are other factors which might have an impact on employee retention and raising the satisfaction level of the employees.

Flexibility in working hours and working conditions should be given due importance as today employee seek flexibility rather than monotony. More opportunities for development and growth of the employees should be provided and it should be made known to the employees. Rather than holding exit interviews with employees who have already made the decision to leave the organization, why not hold stay interviews that might be more important and be a great way to learn what’s more important to each employee.
RECOMMENDATIONS FOR FURTHER RESEARCH

The current research has concentrated on three factors that is Job Satisfaction, Work Environment and Employee compensation that have impact on employee retention strategies of manufacturing organization with emphasis on Gujarat State there are further chances to extend this study to entire India Manufacturing Organization. Clearly there is need for more detailed analysis of other factors that can influence employee retention strategies. Further this study can be extended to other industries such as Hospitality, Health Care, Real Estate, Non-Profit Organization and Academic institutions which are highly suffering from problems of Attrition and are constantly trying to build effective retention strategies for their organization.

It is also an sincere hope that all the Top Management and key people might restructure and improve their management practices so that the organization gets enriched by retaining their key talent which will give them edge over their counterparts and meet the ever changing dynamic need and demands of all the customers and simultaneously grow and sustain themselves for future.