In today scenario Employee retention has been one of the major and serious problem that almost all organization are facing these major issue on account of various reasons be it compensation, job satisfaction, work environment or host of factors all these affects employee loyalty who as a result are constantly on verge to explore new avenues ultimately leading to employee turnover leading to retention issues and challenges.

Man is a social animal who has varied need and desire to be satisfied. In today scenario compensation is un-doubtly one of the major factors that has a tremendous impact on employee satisfaction, attraction and ultimately retention. Today's employees are were of market scenario in terms of pay and rewards offer by other organization in the market if they are not paid less or not according to their expectations they are constantly looking for opportunity to switch on to another job and raising retention issues for the organization.

A work environment can be understood in terms of varied and different factors such as Organization culture, Climate, Management Philosophy, Policies, Level of Hierarchy etc all these factors in some way or other has bearing on employee satisfaction and if it leads to dissatisfaction employee is bound to leave the organization.

Employee satisfaction is directly and indirectly linked with above mentioned two factors that is compensation and work environment as work environment and compensation directly affects employee job satisfaction which if not given due importance by the employers will lead to dissatisfaction employees and major issue such as employee retention would emerge.

The main purpose of this study was to the study the effect of Job Satisfaction, Work Environment and Employee Compensation on Employee Retention and develops effective strategies that would help Employer in Retaking key talents. As employers in today’s global world work environment are constantly looking ways to develop strategies to retain their best talents so that they can have share in the market but on other side employers caution about pay, work environment has led to dissatisfaction among employees who are looking to explore new avenues and opportuniti