Employment Generation in Public and Private Sector at Bhavnagar District in Last Five Years

Abstract: Under this paper, researchers have done the comparative study of public and private sector employment generation at Bhavnagar district in last five years. It undertakes gender wise sectorial comparison providing employment at Bhavnagar district in last five years.

Keywords: Concept of Unemployment, Year wise employment generation, Sector and Gender wise disbursement of employment and total employment etc.

Introduction

Employment is the key responsibility of particular state and central government. Now-a-days, educated unemployment becomes burning issue of India. Indian people are facing seasonal unemployment in village area. So, there are so many people migrating from village to city or metro city or to foreign country every year. Thus, we can say that Indian government fails to provide employment to Indian people. Here, researcher tries to find gender wise employment or placement of Bhavnagar district people in public and private sector in last five years.

Concept of Unemployment

Unemployment means person who desires to work but can’t get the work or get less work or less money or hours of job as per his/her capacities or potential. In India, unemployment can be classified into two main categories such as Rural Unemployment and Urban Unemployment. Rural Unemployment can be sub-divided in to two categories such as seasonal unemployment and disguised unemployment while, Urban Unemployment involves technological unemployment and educational unemployment.

In past, there was trend of self-employment. But now-a-days, there is trend of public sector jobs and private sector jobs in India. But, more educated people focus on public sector jobs because they want security and comfortable life with timely payment system. It can be survived by only public sector.

Objectives of the Study

1. To identify gender wise total employment at Bhavnagar district in last five years.
2. To compare gender wise employment and total employment distribution between public and private sector at Bhavnagar district in last five years.

Research Methodology

3. Type of sampling – Convenient based sampling
4. Sample Units – Public sector and Private sector
5. Sample Size – Bhavnagar District
6. Time period of data – 2010-15 (last five years)
7. Research Instrument – Analytical study with using Ranking statistical tool
8. Data Collection – Secondary way

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Data Analysis & Interpretation

1. To identify gender wise total employment at Bhavnagar district in last five years.

   A. Gender wise Total Employment
   
<table>
<thead>
<tr>
<th>Year</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010-2011</td>
<td>7483</td>
<td>1019</td>
<td>8570</td>
<td>2</td>
</tr>
<tr>
<td>2011-2012</td>
<td>8170</td>
<td>703</td>
<td>8876</td>
<td>1</td>
</tr>
<tr>
<td>2012-2013</td>
<td>5603</td>
<td>433</td>
<td>6036</td>
<td>5</td>
</tr>
<tr>
<td>2013-2014</td>
<td>7441</td>
<td>71</td>
<td>7512</td>
<td>4</td>
</tr>
<tr>
<td>2014-2015</td>
<td>7505</td>
<td>871</td>
<td>8376</td>
<td>3</td>
</tr>
<tr>
<td>Total</td>
<td>36202</td>
<td>3097</td>
<td>39299</td>
<td>-</td>
</tr>
</tbody>
</table>

   Source - MLA LAQ No.4973 matter at Bhavnagar District

   Interpretation - As per table-A, we can say that there is increasing trend of total employment at Bhavnagar district in last five years. But during 2012-2013 year, 32% total employment decreased in compare with 2011-2012 year. This way, there was increasing trend of male employment at Bhavnagar district in last five years but, female employment has been decreasing at Bhavnagar district in last five years especially in 2013-2014 year. So, gender ratio male and female is 11:1 for providing employment at Bhavnagar district in last five years. 2011-2012 year was prosperous year and ranking first for generating total highest employment at Bhavnagar district in last five year.

2. To compare gender wise employment and total employment distribution between public and private sector at Bhavnagar district in last five years.

   B. Gender wise Employment in Private sector
   
<table>
<thead>
<tr>
<th>Year</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010-2011</td>
<td>6268</td>
<td>576</td>
<td>6844</td>
<td>3</td>
</tr>
<tr>
<td>2011-2012</td>
<td>7465</td>
<td>77</td>
<td>7542</td>
<td>2</td>
</tr>
<tr>
<td>2012-2013</td>
<td>5389</td>
<td>341</td>
<td>5730</td>
<td>5</td>
</tr>
<tr>
<td>2013-2014</td>
<td>6692</td>
<td>66</td>
<td>6758</td>
<td>4</td>
</tr>
<tr>
<td>2014-2015</td>
<td>7403</td>
<td>623</td>
<td>8026</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>33217</td>
<td>1683</td>
<td>34900</td>
<td>-</td>
</tr>
</tbody>
</table>

   Source - MLA LAQ No.4973 matter at Bhavnagar District
**Interpretation** - As per table-B, we can say that there is decreasing trend of generating employment in private sector at Bhavnagar district in last five years but, during 2014-2015 booming condition arises to provide employment in private sector at Bhavnagar district.

### C. Gender wise Employment in Public sector

<table>
<thead>
<tr>
<th>Year</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010-2011</td>
<td>1215</td>
<td>443</td>
<td>1658</td>
<td>1</td>
</tr>
<tr>
<td>2011-2012</td>
<td>705</td>
<td>626</td>
<td>1331</td>
<td>2</td>
</tr>
<tr>
<td>2012-2013</td>
<td>214</td>
<td>92</td>
<td>306</td>
<td>5</td>
</tr>
<tr>
<td>2013-2014</td>
<td>749</td>
<td>05</td>
<td>754</td>
<td>3</td>
</tr>
<tr>
<td>2014-2015</td>
<td>102</td>
<td>248</td>
<td>350</td>
<td>4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>2985</td>
<td>1414</td>
<td>4399</td>
<td>-</td>
</tr>
</tbody>
</table>

Source - MLA LAQ No.4973 matter at Bhavnagar District

**Interpretation** - As per table-C, we can say that there is increasing trend of generating employment in public sector at Bhavnagar district in last five years but, during 2010-2011 people got highest employment in public sector at Bhavnagar district.

### D. Total Employment distribution B/w Public Sector and Private Sector

<table>
<thead>
<tr>
<th>Year</th>
<th>Public Sector</th>
<th>Private Sector</th>
<th>Total</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010-2011</td>
<td>1658</td>
<td>6844</td>
<td>8502</td>
<td>2</td>
</tr>
<tr>
<td>2011-2012</td>
<td>1331</td>
<td>7542</td>
<td>8876</td>
<td>1</td>
</tr>
<tr>
<td>2012-2013</td>
<td>306</td>
<td>5730</td>
<td>6036</td>
<td>5</td>
</tr>
<tr>
<td>2013-2014</td>
<td>754</td>
<td>6758</td>
<td>7512</td>
<td>4</td>
</tr>
<tr>
<td>2014-2015</td>
<td>350</td>
<td>8026</td>
<td>8376</td>
<td>3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>4399</td>
<td>34900</td>
<td>39299</td>
<td>-</td>
</tr>
</tbody>
</table>

Source - MLA LAQ No.4973 matter at Bhavnagar District

**Interpretation** - As per table-D, we can say that there is decreasing trend of generating total employment in both public and private sector at Bhavnagar district in last five years but, during 2011-2012 year people got highest employment in both sector at Bhavnagar district.

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Findings

1. As per table A and D, we can say that Bhavnagar district fails to generate woman employment in both public and private sector in last five year. 2013-2014 year was most awful year for female to get employment at Bhavnagar district in last five year.

2. Private sector plays a key role to generate employment at Bhavnagar district and highest contribution in total employment in last five year. Thus, total employment generation capacities remain around average 18% every year at Bhavnagar district in last five year.

3. As per table A to D, we can say that 2012-2013 year fails to generate employment in particular Bhavnagar district due to international recession period and so, 15% total employment generated in 2012-2013 year which can be considered as most evil time period of Bhavnagar district.

4. 2011-12 year is on top rank with 23% to generate total employment both public and private sector wise employment at Bhavnagar district in last five year while, 2012-13 year is on lower rank with 15% to generate total employment both public and private sector wise employment at Bhavnagar district in last five year.

Conclusion

Employment is the most economic issue of common man. Both recession and booming situation are the part of economic life cycle. But, sector wise and gender wise employment can be generated with sustainable development with industrialization, changing attitude towards woman by education and economic soundness of people.

REFERENCES

1. Gujarat MLA LAQ No.4973 information and letter no. 11386 dated on 30/07/2015 of Assistant director employment exchange officer, Bhavnagar.
“Shocking Human Resource Strategy: High Attrition Rate”

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Abstract: Every organization may have own strategies to sustain for longer run in the market such as marketing strategy, finance strategy, HR Strategy etc. Some organizations are on the top because they value their employees and know how to keep them glad to the organization. But, high attrition rate is the hottest topic in the today’s context. It can’t be stopped without personal involvement of employer to satisfy employee’s personal and professional needs. This paper studies sector and industry wise trends of attrition rate in India and Asia and it will be helpful to design present retention strategy and to minimize present employee turnover for the HR manager and employers by maintaining the skilled and talented manpower in the organization.

Keywords: Concept of Attrition, Present attrition rate in global scenario, different levels and sectors of employees, accession and separation rate in India.

I. INTRODUCTION

High attrition rate has become headache of public and private sectors of organization. As a HR Manager, it is complex task to avoid this problem and to sustain skilled and experienced people inside the organization. It is the costly decision of both the employee and organizational side. Employment is the mutual relationship between the employees and employer. Thus, there must be required to satisfy the expectation of your employees to achieve organization goal and efficiency. But, long working hours, low pay and small rewards are there. Then, people will shift from less packaged sector to high packaged sector.

II. CONCEPT OF ATTRITION

Attrition is the movement of people out of the organization. It is convenient to measure it by recording movements out of the firms on the assumption that a leave is eventually replaced by a new employee. The term separation is used to denote an employee who leaves for any reasons. It is also known as Labour Turnover. Labour Turnover is the rate of change in number of employees of a concern during a definite period.

Attrition Rate = No. of workers left during a period x 100 / Average no. of workers on roll during that period

III. PRESENT ATTRITION RATE IN GLOBAL SCENARIO

It becomes global challenge to retain the competent and talented personnel in the organization. Employees think to leave the organization due to certain reasons such as pay problems, further career, conflicts, induction crisis, improper involvement and not exit interview.

Industries with the highest turnover rates were services accommodation food and drinking places (35%), arts, entertainment and recreation (27%) and retail/wholesale trade (22%). Industries with the lowest turnover rates were high-tech (11%), state/local government (9%) and association – professional trade (8%) and utilities (8%). There was 15% average turnover across all industries in the world.
IV. Objectives of this Study

1. To know about the attrition rate at different levels of the employees and at different sectors of India.
2. To examine the accession and separation rate and sector wise labour turnover in India.

V. Research Methodology

3. Type Of Sampling – Non-Probability Sampling
4. Types Of Research – Comparative analytical study
5. Sample Selection – Convenient based sampling
6. Research Instrument – Bar & Pie charts
7. Collection Of Data – Secondary way

VI. Data Analysis & Interpretation

1. To know about the attrition rate at different levels of the employees and at different sectors of India.

A. Attrition at different levels of employees

![Attrition at different levels](image)

**Interpretation** – As per above pie chart, attrition is highest one with 60% at the lower-middle level of the organization in India. While, there is 39% attrition at professional and technical level of organization. But, there is only 1% attrition at senior or top level management of the organization.
B. Attrition at different Sectors of India

Interpretation – As per above bar chart, attrition rate is the highest one with 50% in retail and BPO sectors in India. While, there is lowest one with 17% and 20% in FMCG and Manufacturing sectors in India.

2. To examine the accession and separation rate and sector wise labour turnover in India.

C. Accession & Separation rate in India

Interpretation – Here, there is given the comparison of accession and recession rate between two consecutive years. As per above data, there are increasing accession and separation rate from 1996 to 1997 in India. Thus, there is no much difference between accession and separation rate of India.
D. Sector wise labour rate in India

Interpretation – As per above bar chart, there is mentioned sector wise labour accession and separation rate in India. Now, there is similar accession rate among the public and private sector but high recession rate in private sector with compare to public sector in India.

VII. FINDINGS & SUGGESTIONS

1. Different levels of employees may think about to leave at different sectors in India. There is high attrition rate with 39% at technical and professional levels in India. Because, competitors are hiring technical people with good packages. So, they are attracting more and more in high packaged sectors like BPO and retail while, there is less attrition rate in FMCG and marketing sector due to high satisfaction of employees.

2. There is no more difference for accession rate between the public and the private sector of India but, recession rate is high in private sector 23.9 % with compare to 24.2 % of public sector in India. Because, people expect good financial and non-financial motivators in private sector. But, they fail to satisfy the competent and experienced employee needs.

VIII. CONCLUSION

Attrition is the part of life cycle of the organization. It is difficult issue but not uncertain task of the organization. There must be required to involve the representatives of your employees in decision-making and try to identify the needs of your present talented employees at all levels of the organization. Thus, this burning issue can be cooled and to move it in to the accomplishment of the organizational goal.

REFERENCES