



“EMPLOYEES RELATION STRATEGIES”

PROJECT REPORT

2023

Submitted in partial fulfilment of the requirement for the award of

Bachelor of Business Administration

(Affiliated to Maharshi Dayanand Saraswati University, Ajmer)


BATCH – [2022-2023]

SUBMITTED BY

(HARSH SINGHAL)

UNDER THE GUIDANCE OF

INTERNAL GUIDE Mr. NIRANJAN PRAJAPTI


Director
Shri Pragya Mahavidyalaya
Bijainagar-305624

BIJAINAGAR DREAM BUILDERS PVT. LTD.
DEVELOPERS & BUILDERS

Bijainagar

BIJAINAGAR DREAM BUILDERS PVT. LTD.

Date- 05/08/2022

TO WHOMSOEVER IT MAY CONCERN

This is certified that Mr. HARSH SINGHAL of BBA, SHRI PRAGYA MAHAVIDYALAYA, BIJAINAGAR has successfully completed summer training at Bijainagar Dream Builder Pvt. Ltd. For period of 45 days working days from June & July 2022.

During training he was punctual, disciplined and sincere about his work.

We wish him all the success for future.

FOR DREAM BUILDER

Sanjay Kumar
बिजयनगर ड्रीम बिल्डर्स
प्रा.लि., बिजयनगर

AUTHORISED SIGNATORY

At
Director
Shri Pragya Mahavidyalaya
Bijainagar-305624

Corporate & Site Office :

"Sanjeevani Enclave" 27 Mile Chouraha, BIJAINAGAR-305624, Distt. Ajmer (Raj.)

Tel. 01462-230073

ACKNOWLEDGMENT

I would like to express my deepest appreciation to SHRI PRAGYA MAHAVIDHYALAYA


It was a great chance of learning, I'm grateful for being given a chance to which has helped me learn and develop my skills for marketing world

I was able to meet and interact with many people during this period who has guided me and helped me with my project.

They helped me to perform my duties properly.

I would like to express my gratitude towards all those shopkeepers who has helped me to collect the data and given their valueable time.

Also I would use this platform to pay my appreciation to Mr.niranjn sir of shri pragya mahavidhyalaya for providing me such an opportunity and for sharing their experience with us and guiding me for this summer training.


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Preface

The practical training is essential requirement for a management student. The student has to take the training for the pre described period as per the university norms. The purpose of the training is to help the student to gain the industrial experience. Moreover, as per the utility of the training concerning it can be said that the student gets a chance during this training to imply theoretical knowledge about the subject in field work and to clear the difficulties in a better way of looking the whole process in person.

In the session 2022-2023 after the completing of my second year. We were required to undergo the training for this purpose, I took my training at Bijainagar Dream Builders Private Limited Bijainagar.


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DECLARATION

I, Harsh Singhal, a student of Bachelor of Business Administration at Shri Pragya Mahavidyalaya, hereby declare that I have successfully completed my internship at Bijainagar Dream Builders Private Limited located at Near Bus Stand Bijainagar, from 11th June 2022 to 26th July 2022.

Harsh Singhal
BBA Final Year



Director
Shri Pragya Mahavidyalaya
Bijainagar-202001

INDEX

SR.No.	Title	Page No.
1.	Certificate	
2.	Acknowledgement	
3.	Preface	
4.	Declaration	
5.	Introduction	1-3
6.	Company's Profile	4-12
7.	Employee Retention Strategies	13-19
8.	Qualities For Better Employee Retention	20-23
9.	Data Analysis and Interpretation	24-34
10.	Conclusion	35
11.	Suggestion	35
12.	Bibliography	36
13.	Questionnaire	37-40


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INTRODUCTION



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INTRODUCTION TO THE ORGANIZATION

BIJAINAGER DREAM BUILDERS PRIVATE LIMITED

INFORMATION

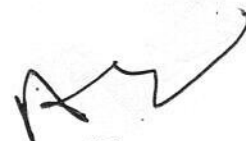
The Bijainager dream builders have been in the business of Hotel, Restaurant and Bricks manufacturing business and services. This group was started in 2013 by Sanjay kumawat These are as following:

❖ Sanj wani Enclave

- Hotel
- Restaurant
- Swimming pool

Include of Firm Which Runs Since 1986

- Ritu bricks



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INTRODUCTION OF THE COMPANY

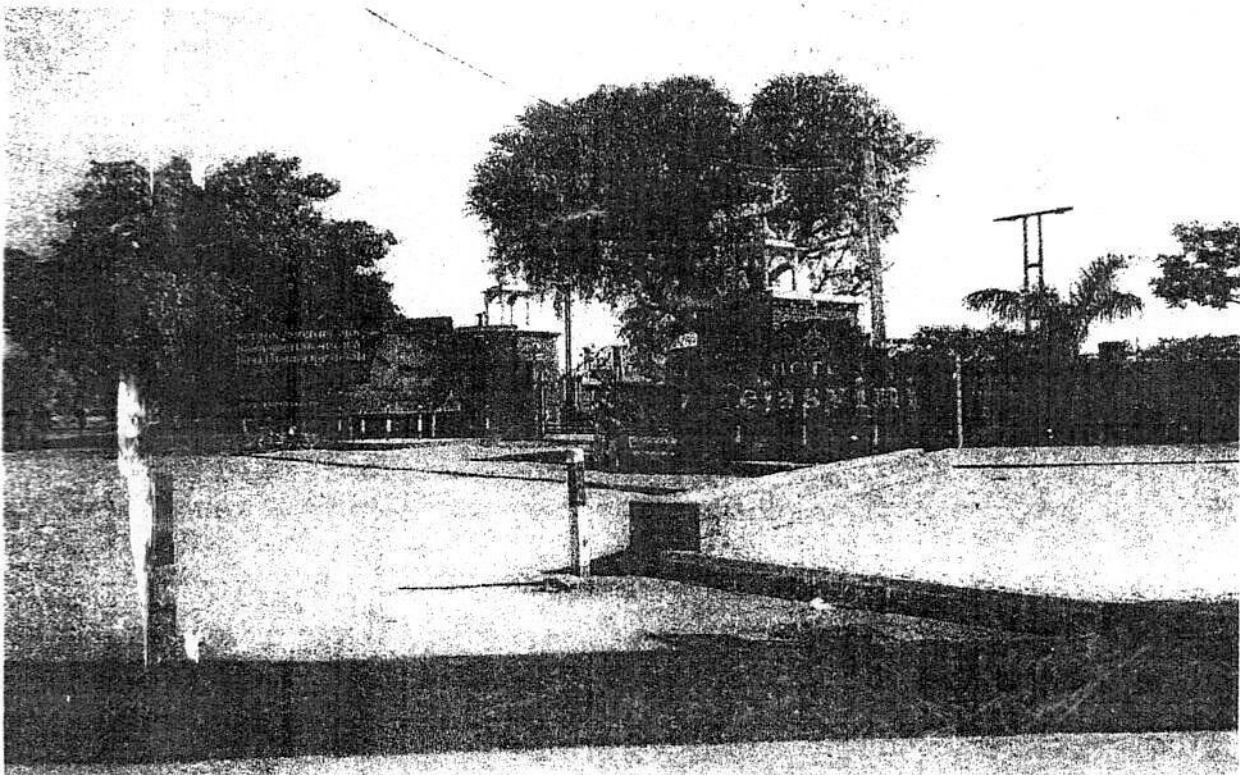
Sanjiwani enclave the leading Company of the Bijainagar dreams builders, is principally engaged in the providing services of hotel, and restaurant.

BIJAINAGAR DREAMS BUILDERS PRIVATE LIMITED is private company incorporated on 12 June 2013. It is classified as Indian Non –Government Company and is registered at “Register . of Companies, Jaipur”. Its authorized share capital is Rs. 1,000,000 and paid up capital is Rs. 100,000. It is involved in building of complete construction or parts thereof; civil engineering.

Bijainagar dreams Builders Private Limited’s Annual General Meeting [AGM] was last held on 30 September 2015 and as per records from ministry of Corporate Affairs (MCA), its balance sheet was last filed on 31 march 2015.

Directors of Bijainagar Dreams Builders private ltd. are Bhanwar lal kumawat , Sanjai kumawat and Ritu kumawat.

Bijainagar Dreams builders private limited’s Corporate identification Number is (CIN) U45201RJ2013PTC 042919 and its registration number is 42919 . Its Email address is ritubricks@gmail.com and its registered address is NEAR BUS STAND, BIJAINAGAR-305624, Rajasthan INDIA.





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COMPANY PROFILE



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COMPANY PROFILE

COMPANY INFORMATION

❖ Basic details:-

Incorporation date	- 12/06/2013
Registration number	- 042919
Company type	- private
Listing type	- unlisted
Industry category	- Construction
Company nature	- Company limited by shares
Company Sub Category	- Indian Non -Government Company
Registering authority	- registred of Company -jaipur

❖ Capital Details :-

Authorize Capital	- Rs. 10,00,000
Paid-up Capital	- Rs. 1,00,000

❖ Directors and Key Persons :-

DINDPINPAN	Director Name	Appointment date	Designation
01611682	SANJAI KUMAWAT	12/06/2013	Directors
02351834	BHANWAR LAL KUMAWAT	12/06/2013	Directors
06598899	RITU KUMAVAT	12/06/2013	Directors


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❖ Contact Details :-

Registered Address	-	Near bus stand , bijainagar Rajasthan India 305624
Email Id	-	ritubricks@yahoo.com

❖ Company's competitors :-

For Hotels	For Restaurant	For Bricks
Sancheti hotel Ganga hotel N. Chandra	Friends zayaka Shirka Red chilly Govindam	Kushwah bricks Pareek bricks Vijay bricks



Director

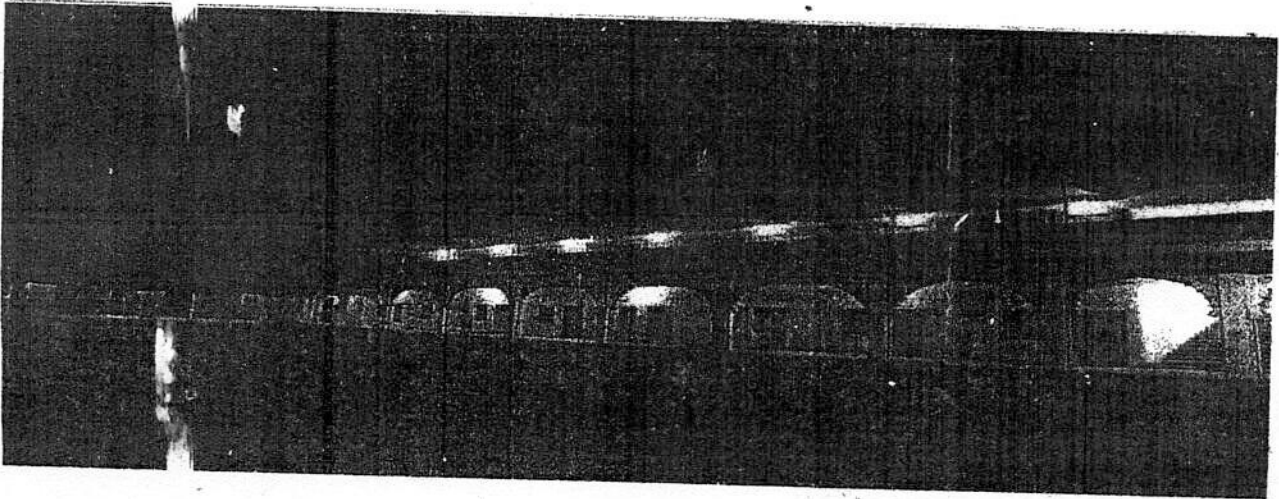
Shri Pragya Mahavidyalaya

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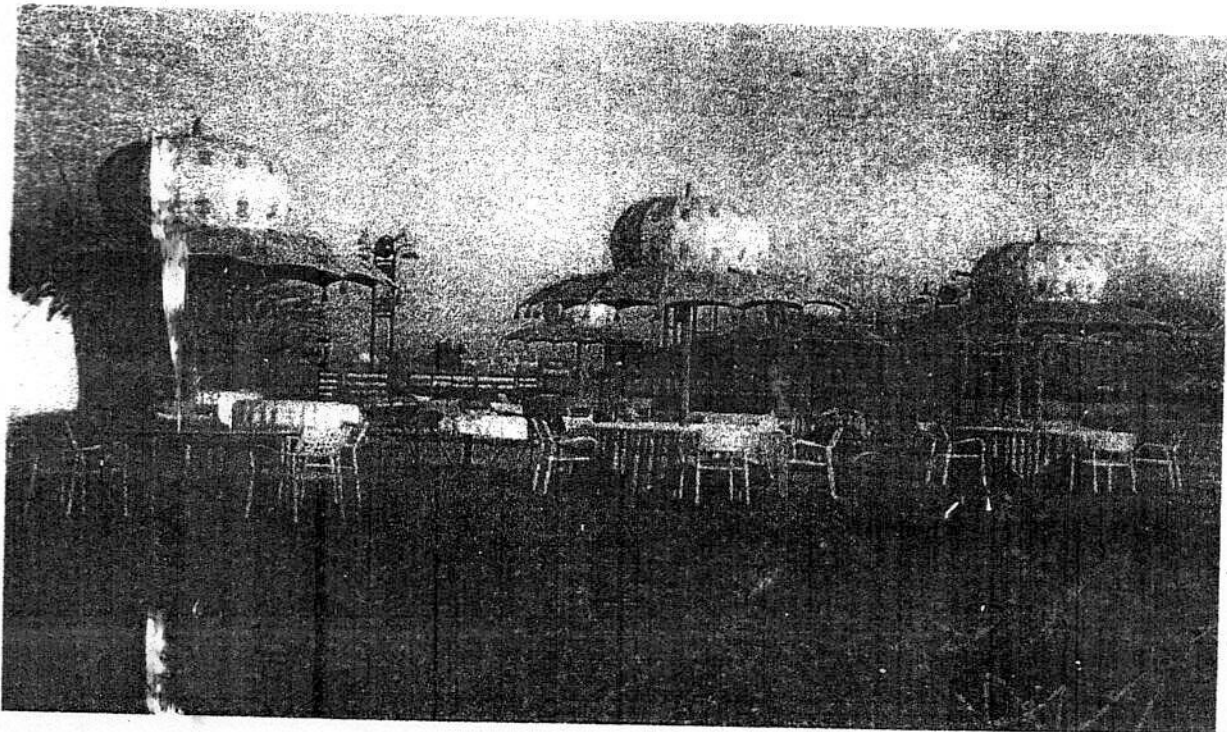
BUSINESSES OF BIJAINAGER DREAM BUILDER

Every organization need profit and for earn profit business is must. Bijainager dream builders also have many businesses they are as follow:-

❖ Ho l :-

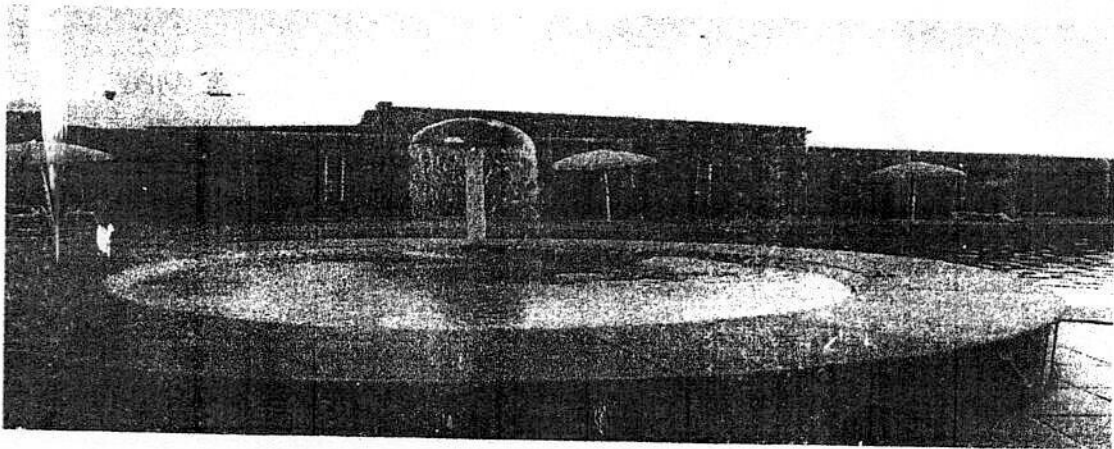


❖ Resta irant :-

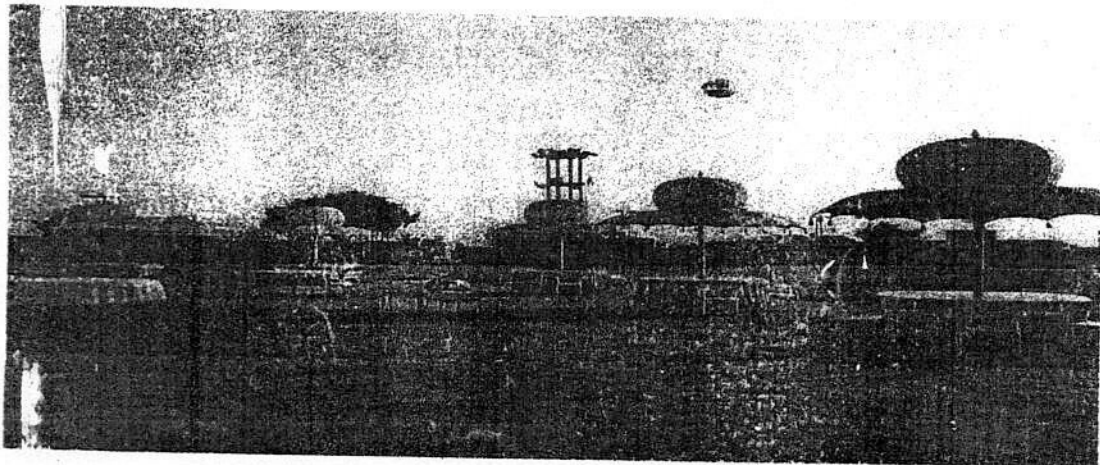



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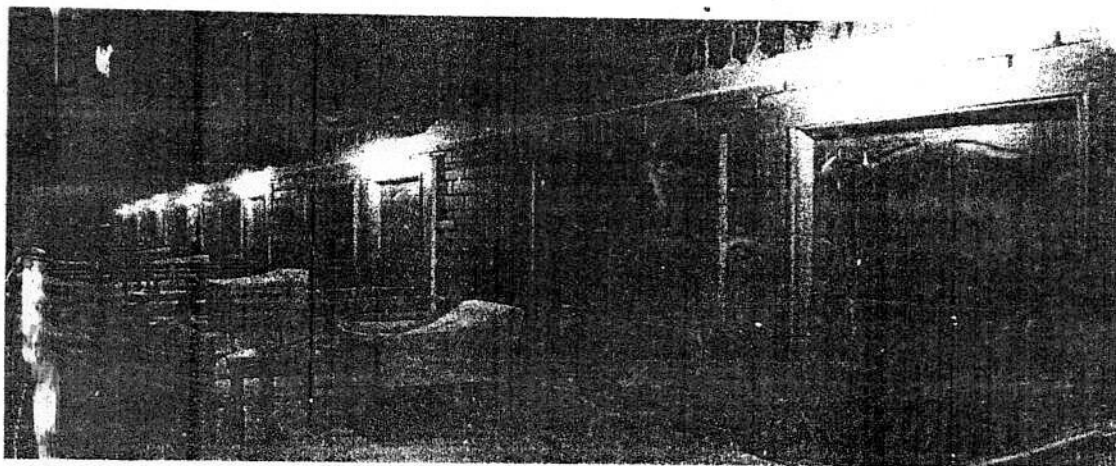
❖ Swimming pool :-



❖ Marriage Garden :-



❖ Party hall :-



❖ Ritu Bricks: - Ritu Bricks is only the manufacturer of bricks in this area which using technology or machines.

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MISSION-

With unique insight into consumer behavior, we strive to offer the best. Following distinct business strategies, the company will continue its tradition of providing the finest product and services.

VISION-

The vision of Bijainager dreams builders is to forge ahead in the millennium with an immediate sense of purpose, and to be seen as the undisputed leader, fully equipped to deliver the best, across the driver's spectra of our business, fuelled by a commitment to invest in services, plant, machinery, process, training, and most importantly, their people.

Team Bijainager: all towards satisfying and fulfilling their customers need in today's globally competitive environment.


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Corporate Information

Board of directors:-

Name	Designation	Date of Appointment
BHANWAR LAL KUMAWAT	Director	12 June 2013
SANJAY KUMAWAT	Director	12 June 2013
RITU KUMAWAT	Director	12 June 2013

Manager :-

Name	Post name
Yaswant singh	Hotel manager
Asvini marwal	F&B manager



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Brief description of departments.

1. Housekeeping: It is also known as accommodation operations. The main aim of housekeeping department is to keep hotel clean and maintain the property. Housekeeping department plays a very important role for guest satisfaction by keeping the property clean, comfortable and hygienic. The housekeeping department takes pride to create home away from home. As we all know hotel's margins comes from rooms' sales and up keeping of rooms i.e. by maintaining rooms during guests stay and preparing room after they check out etc. Apart from rooms housekeeping is also responsible for public area cleaning, swimming pool cleaning, lobby, gardens, floors, cloak room, restaurants, kitchen, shopping arcade, cabanas etc

Housekeeping departments includes:

- Lost and found department.
- Horticulture department.
- Laundry department.
- Tailor room.
- Linen and uniform room.

2. Front office: This is the department which is responsible for the sale of hotel rooms. Here sale means the use of hotel rooms for some time by paying a particular price for it by the guest. This is the only department which generates maximum revenue. This department holds the prime importance as it builds the image of the hotel by giving warm welcome to the guest. If guests need anything they will contact at the reception only, so front office department has the maximum interaction with guests. It does the reservation of the rooms and then as the guests check in to the hotel, registration process takes place and after this room is assigned to the guest. The front office takes the onus to ensure that the guests have the pleasant time during their stay and also takes care of the departure procedure. The entire billing and auditing process takes place in this department.

Front office department have:

- Reception.
- Reservation.
- Business center.
- Concierge.
- Information department.
- Cashier and foreign currency exchange.
- Cloak rooms and bell desk.
- Telephone exchange.


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3. Food and Beverage service: is the department which serves food and beverage to the guests. This is the second most revenue producing department of the hotels. Whenever guests want to enjoy meal or drinks with great ambiance they visit restaurants and bars. There are so many restaurants with different cuisines, some with live kitchen, pubs, bars and cafe which

Even operates 24 hours. These restaurants are based on different themes, giving guests an amazing experience. There are different types of services offered in the restaurant such as buffet service, table of the host and also a la carte menu i.e. according to the card. The waiters follow all the rules of services and serve food, drinks in the finest cutlery and crockery to the guests.

Food and beverage department include:

- Inside and outdoor catering.
- Pubs and bars.
- Restaurants.
- Cafes.
- Room service.

4. Food production: in this department chef prepares the world class food. All the types of cuisines are made here with different styles of cooking. The chefs prepare delicious food and put their creativity into it. You can even ask chef to prepare the food according to your taste in case of any medical reasons. There chef work in back area so it is not so visible department, though in some of the live kitchen you can see how your meal is being prepared. Different cuisines have different kitchen and each one has its own specialized chefs. It has a very important section as garde manger where all the cold preparation takes place like salads, cold dressings etc. and also has pre preparation kitchen where basic preparation of food is done. For kitchen hygiene and cleanliness, hotel has kitchen stewarding department which clean the kitchen as well as washes the utensils and in small hotel housekeeping takes care of cleanliness.

Food production department includes.

- Bakery.
- Garden manager or cold storage room.
- Pre preparation kitchens.
- Pan door section.
- Kitchen stewarding.



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Employee Retention Strategies



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INTRODUCTION

Employees are the very crucial resources of an organization. They drive the growth of the organization. They are the one who take it to greater heights and established it as a market leader. On the other hand it is the responsibility of the company to see that employees have full faith in organization and their requirements are met. The management of the employee's feel comfortable to express their feeling related to personal and business concerns. It needs to bear a lot of expenses for recruit any new employee in the organization, for which employee satisfaction is very much necessary to retain the employee will the feeling of belongingness toward the organization the satisfaction of employees could depend on monetary benefits as well as organization culture.

While pursuing my eight-week training in BIJAINAGAR DREAMS BUILDERS. BIJAINAGAR (AJMER) a project work on employee Retention was assigned to me.

: Prior to leaving of any employee from the organization, they are to attend an exit-interview from where I have gathered the information regarding their reason for leaving with the help of which we can control the reason of their leaving, by which they can still satisfied and do not wish to leave the organization. The study has done on the basis of following parameter for their reason to leave.

1. Better prospect
2. For future studies
3. Heavy work load
4. Not satisfied with working environment
5. Personal within the organization

OBJECTIVES

The objective of the paper is to propose a way for controlling employee egression in a company and plan the manpower inventory accordingly.



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EMPLOYEE RETENTION

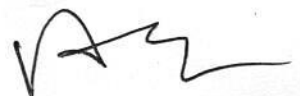
Employee retention is process in which the employees are encouraged to remain with the organization for the maximum period of time or until the project. Employee retention is beneficial for the organization as well as the employee. Employee today are different. They are not the ones who don't have good opportunities in hand. As soon as they feel dissatisfied with the current employer or the job, they switch over to the next job. It is the responsibility of the employer to retain their best employees. A good employer should know how to attract and retain its employee. Most employee feel that they are worth more than they are actually paid. There is a natural disparity between what people think they should be paid and what organization spend in compensation. When the differences become too great and another opportunities occurs, turnover can result. Pay is defined as the wages salary or compensation given to an employee in exchange for service the employee performs for the organization pay is more than "dollars and cents," it also knowledge the worth and value of the human contribution,

What people are paid has been shown to have a clear reliable impact on turnover in numerous studies. Employee the most vital Assets, of the company in a workplace where employer are not able to use their full potential and not here and valued they are likely to leave because of sarees and frustration. In a transparent environment while employee get a sense of achievement and belongingness from a healthy workforce harboring bright new ideas for its growth.

Employee turnover is one of the largest thought widely unknown cost an organization faces while companies routinely keep track of various cost such as supplies and payroll how take into concentration how much employee turnover will cost them employee turnover cost companies 30 to 50% of the annual salary of entry- level employees, one 150 of middle- level, employees and up to 400% for upper level, stylized specialized employees.

RETEI TION INVOLVES

- Adequate compensation
- healthy working environment
- Growth & opportunity
- supportive & cordial relationship among employees



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Research says that most of the employees leave an organization out of frustration and constant friction with their superiors or other team members. In some cases low salary, lack of growth prospect and motivation compel an employee to look for a change. The management must try its level best to retain those employees who are really important for the system and are known to be effective contributors.

- It is the responsibility of the line managers as well as the management to ensure that the employees are satisfied with their Rules and responsibilities and the job is offering them menu challenge and learning everyday.

Let us understand the concept of employee retention with the help of an example:

- Misha was a talented employee who delivered her best and completed all her work within the desired time frame. Her work lacked error and was always found to be innovative and thought provoking. She never interfered in anybody else's work and stayed away from necessary gossips and rumors. She avoided loitering around at the workplace, was always appreciable. Her immediate boss never really liked Misha and considered her as his biggest threat at the workplace. He left no stone unturned to insult and demotivate Misha soon, Misha got fed up with her and decided to move on.
- Situation 1 - The HR did not make any efforts to retain Misha and accepted her resignation.
- Situation 2 - The HR immediately intervened and discussed the several issues which prompted Misha to think for a change. They tried their level best to convince Misha and even appointed a new boss to make the things better for her.
- Situation 3 - Would most likely leave the organization in the lurch. It is not easy to find an employee who gets well with the system and understands the work. Hiring an employee, training him and making him fit to work in an organization incur huge costs and thus sincere efforts must be made to retain the employee. Every problem has a solution and the management must probe into the exact reasons of an employee's displeasure. Employees sticking to an organization for longer time tend to know the organization better, develop a feeling of attachment towards it. The employees who stay for longer duration are familiar with the company policies, guidelines as well as rules and regulation and thus can contribute more effectively than individuals who come and go.



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• PROFESSIONAL PLANNING IN DREAM BUILDER GROUP, BIJAINAGAR

Personel department[of the composite units] is spite into three sub-department:

- Time
- Labour
- Security

Employees of the plant are the categorized as staff [including officers] and workers. Workers are further divided into skilled and unskilled. Staffs generally graduates who have done specialization in their respective fields.

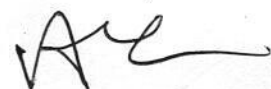
The skills workers are trained buy instruction in 4-5 months. Apart from this, that have contract workers to do jobs such as shifting of materials and goods (basically in warehouse)

MODES OF RECRUITMENT:

- Media advertisement
- B - data from data banks
- References from existing employees
- The interview board (for staff) consists of people from the HRD' general board and one member from the specific department.

LEAVE SYSTEM:

Employees are entitled to a total of 20 day leave in year. This includes causal leave or 7 days. Weekly offs are Sunday for staff and on rotation basis for workers. For more than 20 days of leave, there will be loss of day.



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EMPLOYEE BENEFITS:


DREAM BUILDER GROUP has well thought-out remuneration planning for its employee as per the services rendered. Employees are provided with the following benefits in the organization:

- Bonus
- Travelling allowance
- Medical facilities
- Uniforms
- Scheme for buying vehicles
- Hostel and mess for trainees
- Agreement (3/5) years

Manpower Employed:

Trained employees: 35

Untrained employees: 15


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ROLE OF HUMAN RESOURCES DEPARTMENT IN EMPLOYEE RETENTION

The human resource team plays an important role in employee retention. Let us outline their role in the same:

- Whenever an employee resigns from his current assignments, it is the responsibility of the HR to intervene immediately to find out the reasons which prompted the employee to resign. No one leaves an organization without a reason. There has to be one and the human resources team must probe into it. There can be innumerable reasons for an employee to leave his current job. The major ones being conflict with the superiors, lesser salary, lack of growth, negative ambience and so on.
- It is the duty of HR to sit with the employee and discuss the various issues face to face.
- Understand his problems and listen to his side of the story as well. Remember the HR should not focus on conducting exit interviews, rather more emphasis should be laid on retaining the employees.
- Try to provide a solution of the problem. Hiring is a tedious process and it is really very difficult to recruit the right candidate and train him once again. Do check the track record of the employee who wishes to move on. It is really essential for the management to retain those employees who have the potential and are really indispensable for the organization. If they leave and join the competitor, the organization would be at a loss. If one feels that the employee is not very happy with his team leader, try to shift him to a new team. If the employee feels his salary is not justified, try to give him a hike but make sure he is worth it and you don't end up upsetting others.
- Performance reviews are a must. The HR along with the respective team leader must monitor their team member's performance to ensure whether they are enjoying the work or not. Employees look for a change only when their job becomes monotonous and does not offer any growth or learning. Job retention can be one of the effective ways to retain employees.



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QUALITIES FOR BETTER EMPLOYEE

RETENTION


In the current scenario, a major challenge for an organization is to retain its valuable and talented employees. The management can control the problem of employees quitting the organization with in no time to great extent but can't put a complete full stop to it. There are several challenges to it.

Let us understand the challenges to employee retention;

. Monetary dissatisfaction is one of the major reasons for an employee to look for a change.

Every organization has a salary budget for every employee which can be raised to some extent but not beyond if certain limit. Retention becomes a problem when an employee quotes and exceptionally high figure beyond the budget of the organization and is just not willing to compromise. The organization needs to take care of the interests of the Other employee as well and can't afford to make them angry. The salary of the individual working at the same level should be more or less similar to avoid major disputes amongst employees. A high potential employees is always the centre of attention at every workplace but one should not take any and undue advantage. One should understand the limitation of the management and quote something which matches the budget of the organization. An individual should not be adamant on a particular figure, otherwise it becomes difficult for the organization to retain him. Remember there is a room for negotiation everywhere.

. In the current scenario, where there is no dearth of opportunities, stopping people to look for a change is a big challenge. Every organization tries its level best to hire employee from the competitor and thus provide lucrative opportunities to attract him. Employees become greedy from money and position and thus look forward to changing the present job and join the competitor. No amount of confusing help in such cases and retaining employee become a nightmare.


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RESEARCH METHODOLOGY

Research design:-

Research as the manipulation of things, concept of symbol for the purpose of generalization to extend correct of verify knowledge aids in construction in construction of theory or in the fraction of an art.

Every project work is based on certain methodology which is a way to systematically solve the problem or attain is objective. It is a very important guidelines and lead to completion of any project work thought observation data analysis.

Tools of research.

The questionnaire method has been used to analysis and assess the employee motivation of dreams builders group Employees.

The questionnaire was distributed to 50 employee of different departments.

The Questionnaire comprises of 10 question.

Sample size: 50

A total number of questionnaire distributed were 50 employees.



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Research methodology

Research is a systematic method of finding solution to problem. It is essentially an investigation a recording an analysis of evidence for the purpose of gaining knowledge according to Clifford woody, " research comprise of defining and redefinin problem, formulating hypothesis to suggested solution, collecting, organization and evaluation data, researching conclusion, test conclusion to determine whether they fit the formulated hypothesis" sample size

Number of the sampling unit selection from the population is called the size of the sample. Sample of 39 respondents were obtained from the population.

Method of data collection.

There are two types of data collection

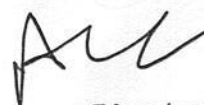
- Primary data
- Secondary data

The dates were collected primary data

Primary sources

Primary data are in the form of raw material to which statistical methods are applied for the purpose of analysis and interpretation. The primary sources of discretion with Employees data's collected through questionnaire. Primary data plays an important role when the research is being carried out for the first time this is the data which is collected after interacting with people through the use of interview and questionnaire forms. Primary data is Inferred by statistical analysis study and this ensures accurate and precise findings however along with involving long periods of time primary data collection proves to be a cumbersome exercise after interacting with the selected sample of people from a population interview personal reports must be prepared.

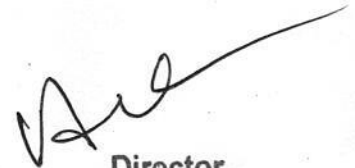
For any research study both the primary and secondary data play fundamental parts on both the researcher carried out data collection in the case of the one through sources such as literature archives and other sources mentioned earlier secondary data was sourced though questionnaire the primary data was collected the researcher used to the questionnaire were termed primary data Aimed at measuring the consumers preferences and purviews.



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ANALYSIS AND INTERPRETATION



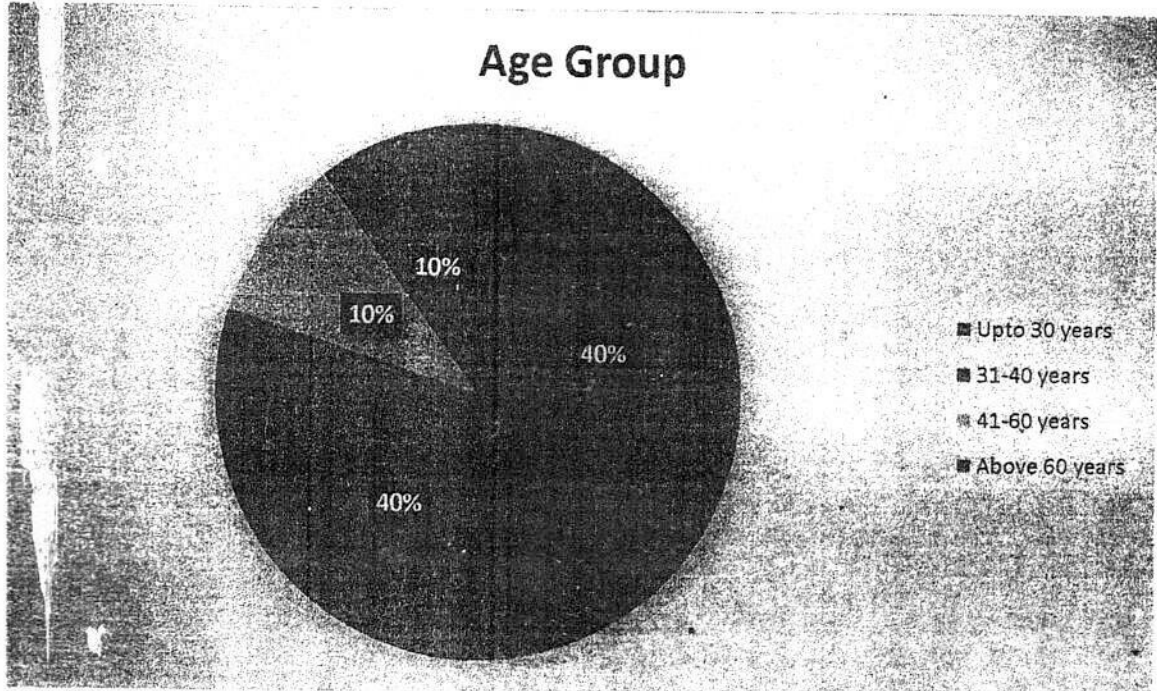
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DATA INTERPRETATION

1. Age Group:-

Employee Age	Employee No.
Upto 30 Years	20
31-40 Years	20
41-50 Years	05
Above 51 Years	05



Interpretation:-

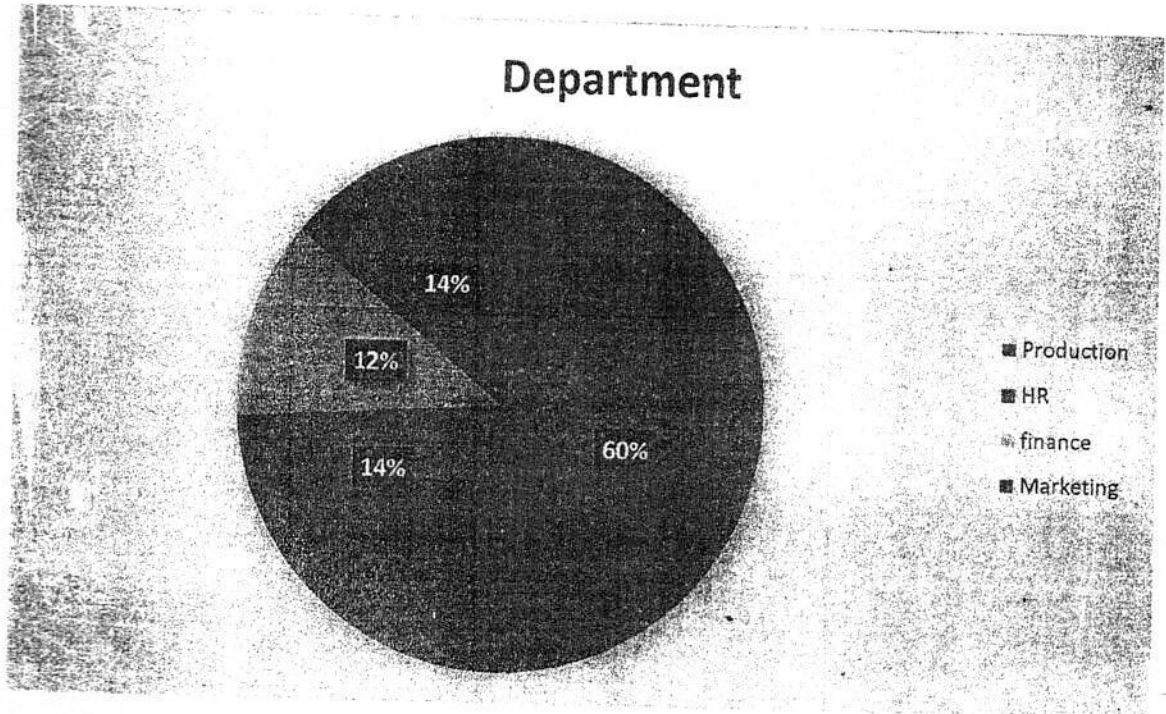
According to the above graph there is 40% of the youngest employee and 10% of the older age.


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2. Department:-

Employee Department	No. of Employees
Production	30
HR	7
Finance	6
Marketing	7



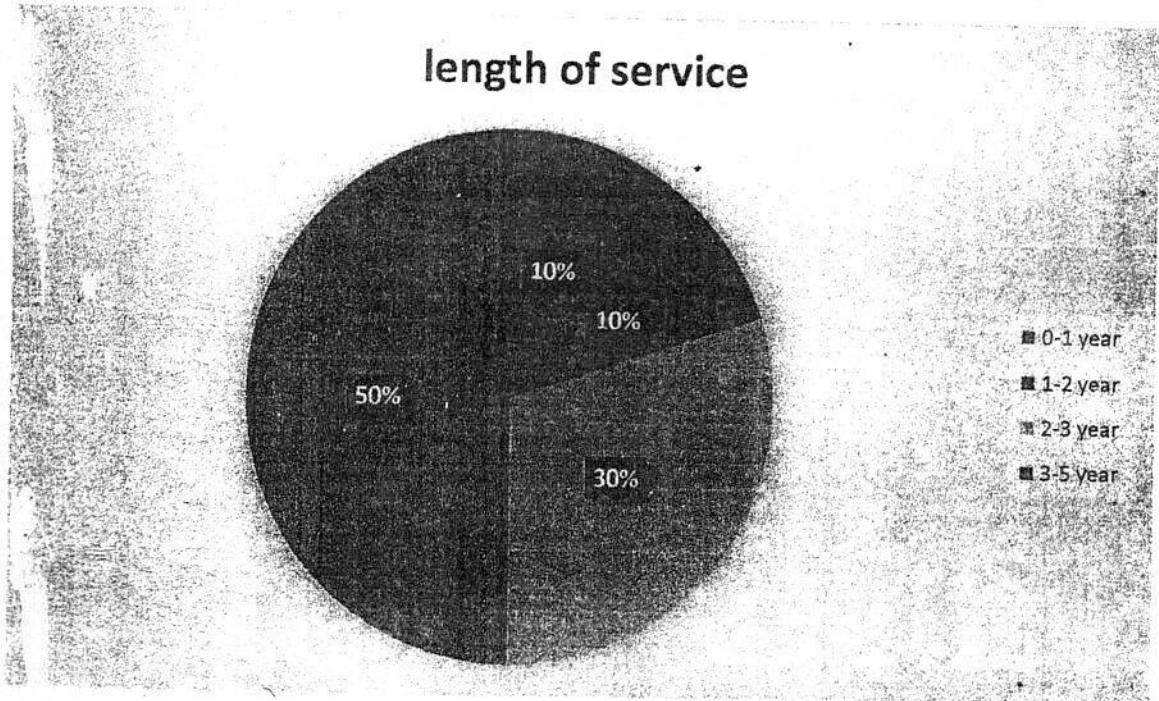
Interpretation:-

According to the above graph additional staff works in the department of production and fewer employee's work in the department of finance.


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3. Length of service:-

Employee length of service	No. of employee
0-1 year	05
1-2 year	05
2-3 year	15
3-5 year	25



Interpretation:-

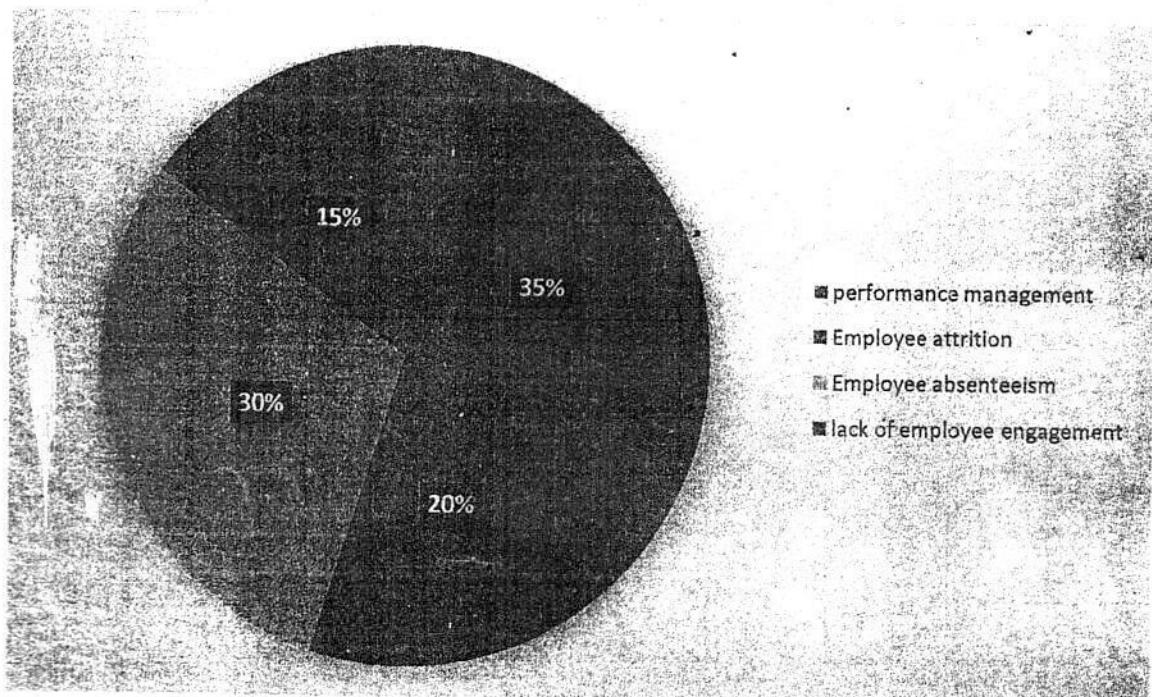
The above graph is 40% of the staff that the service length is the highest and 10% of that service is less than that of the service length

Director

Shri Pragma Mahavidyalaya
Bilainagar-305624

4. Which of the following is the greatest HRM challenge Faced by your organization?

HRM CHALLENGE	NO. OF EMPOLYEE
Performance management	18
Employee attrition	10
Employee absenteeism	15
Lack of employee engagement	7



Interpretation:-

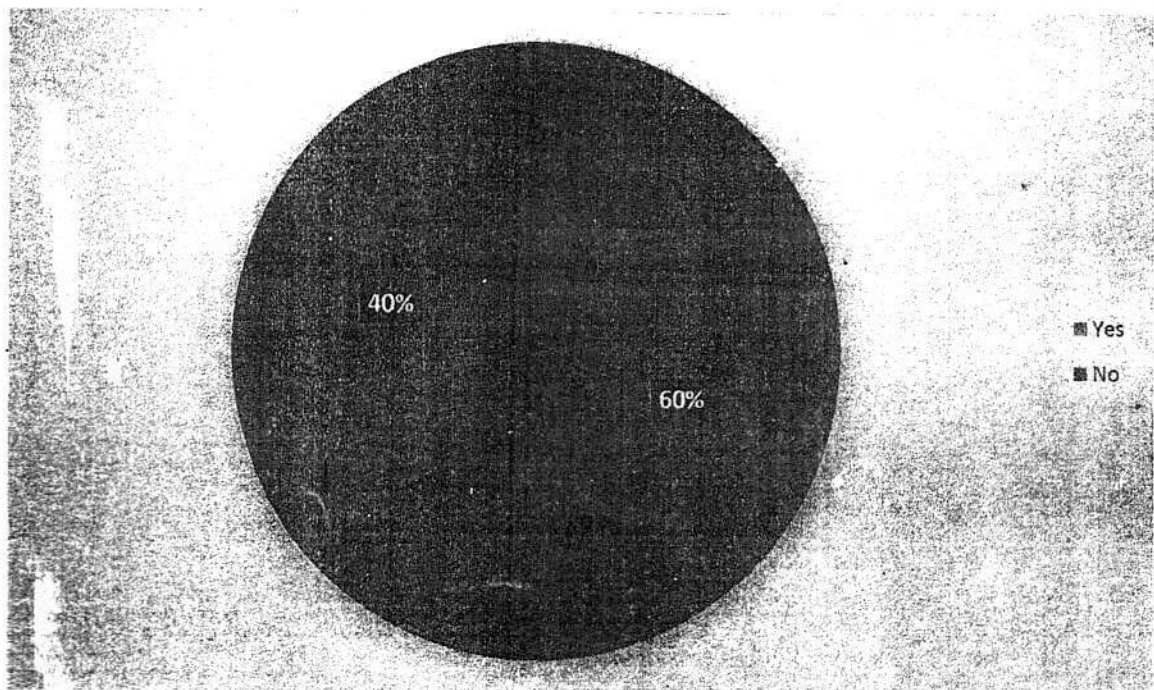
The above graph is the largest HRM challenge in the organization in performance management and the lowest is in Employee engagement.


Director

Shri Pragma Mahavidyalaya
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5. Is employee attrition a recognized HR for your organization?

Employee attrition a recognized HR challenges	No of employees
Yes	30
No	20



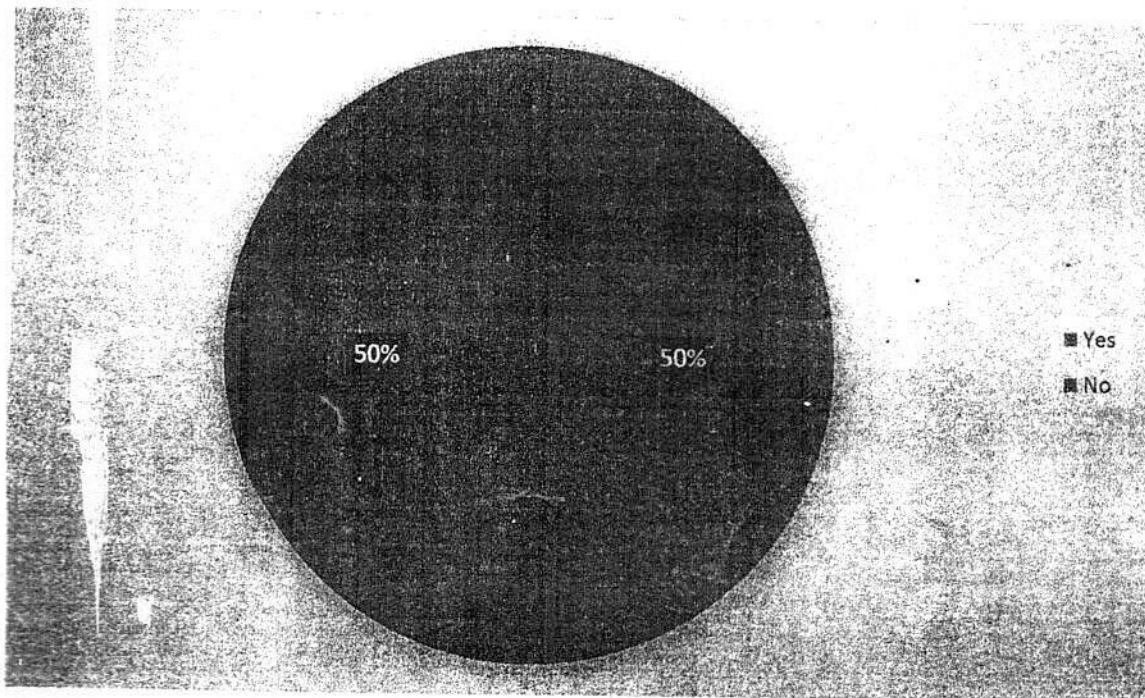
Interpretation:-

According to above graph 60% HR are challenged and 40% HR are not challenged in the company.


Director
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6. Do you think an increasing number of industries is adversely affecting employee retention in your company and is leading to higher employee attrition?

Employee of the adversely	No of employee
Yes	50%
No	50%



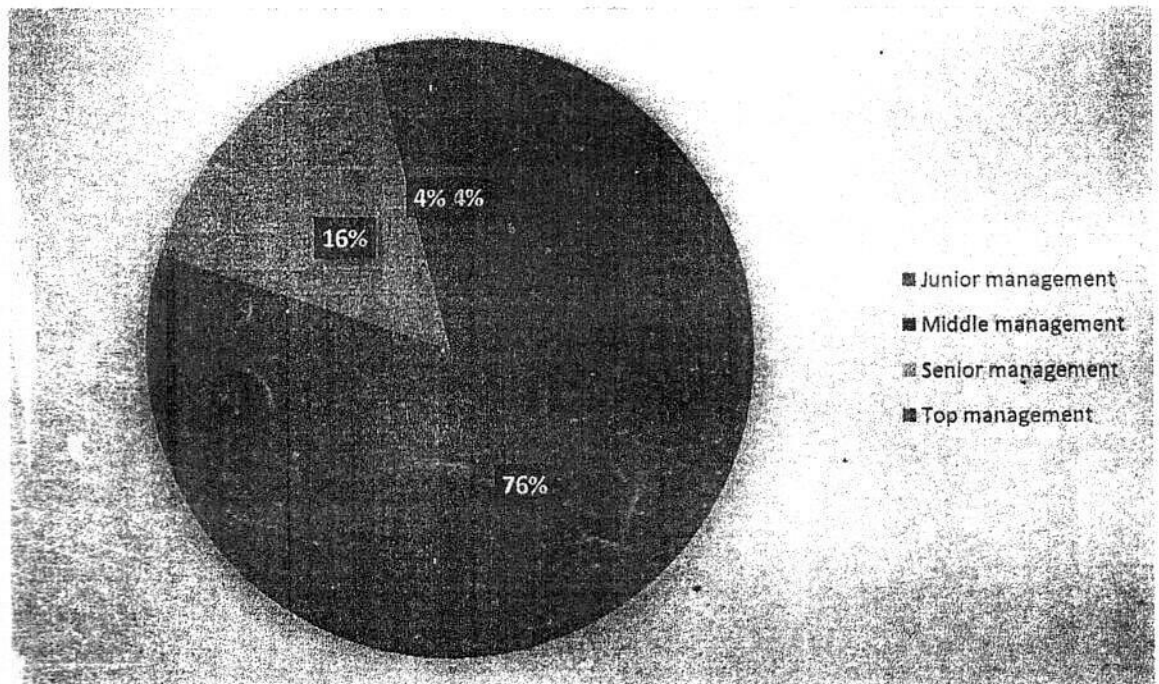
Interpretation:-

According to above graph we cannot be found that increasing the number of industries affect employee retention the company.

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7. Which level of employees in your organization is most susceptible to attrition?

Level of employees susceptible to attrition	No: of employees
Junior management	2
Middle management	38
Senior management	8
Top management	2



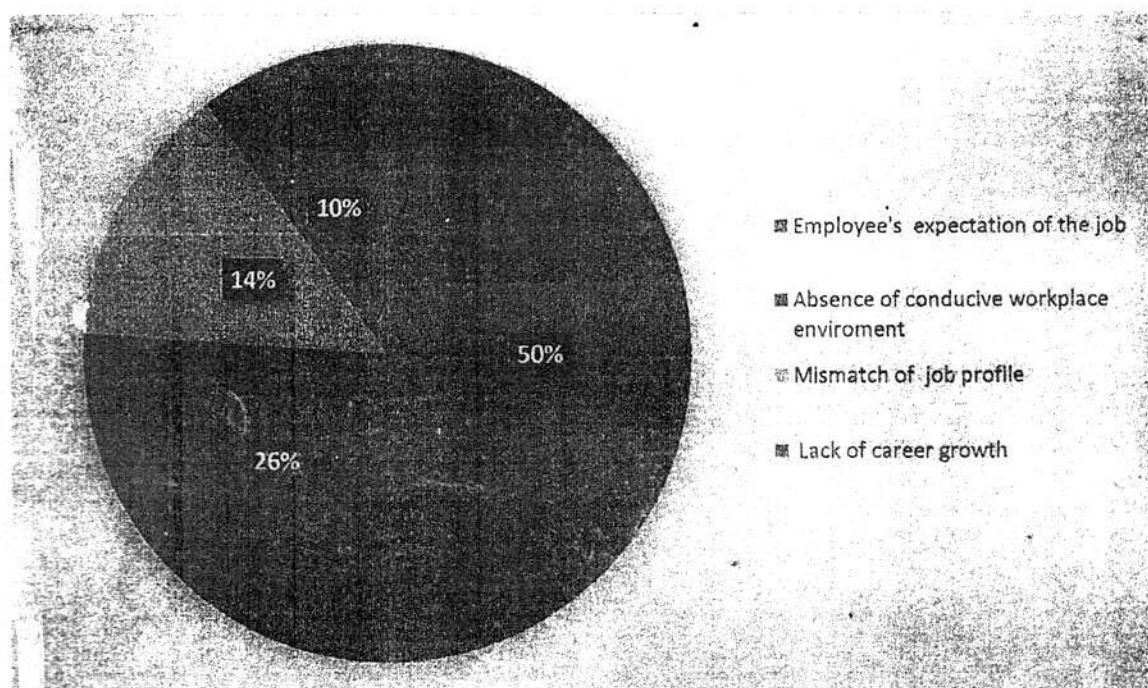
Interpretation:

According to above graph middle management is most susceptible to be most disturbances and the junior management is not sensitive.

Director
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Bilainagar-305624

8. State the major reasons of attrition in your company?

Major of reasons of attrition	No. of employees
Employee's expectation of the job	25
Absence of conducive workplace environment	13
Mismatch of job profile	7
Lack of career growth	5



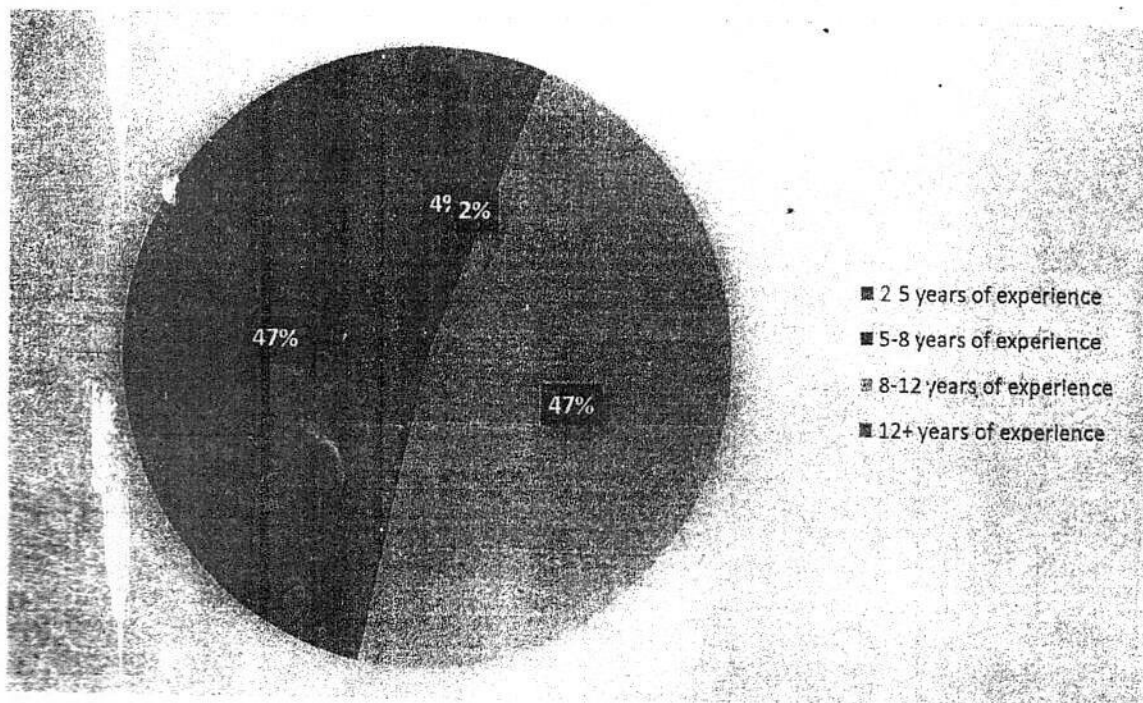
Interpretation:-

According to above graph the main reason for the crash in the company is the expectation of the Employees job and the shortest career development is lackin ..


Director
Shri Pragya Mahavidyalaya
Bilainagar-305624

9. Which of the following employees in the experience range are most susceptible to attrition?

Experience range susceptible to attrition	No: of employee's
2-5 years of experience	3
5-8 years of experience	2
8-12 years of experience	38
12+ years of experience	7



Interpretation:-

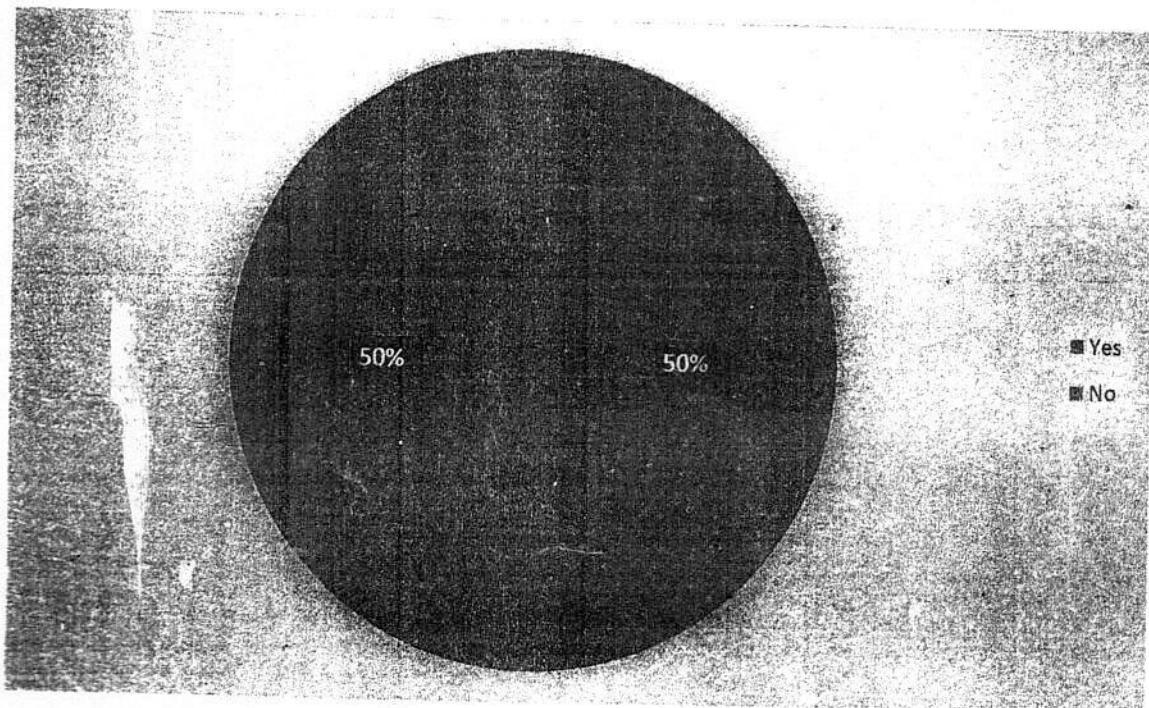
According to above graph experienced staff in 12 years of experience are most sensitive to attritions.

Director
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10. Do the attrition in your company make you believe that it's ultimately money that

Influencing the decision to resignations and retention?

Employee's attrition trends ultimately money	No: of employee's
Yes	25
No	25



Interpretation:-

According to above graph it cannot be said that who is effecting the decision related to resignation and retention.


Director
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Conclusions

1. 80% staff of youngest employee , that is right action of the management according to hot at industry
2. HR department work states factors
3. Company five experience candidate
4. According to that payment is low so attrition rate is higher

Suggestion

1. Length of services should be increase for this purpose company adopt retention strategy.
2. Attrition rate should be minimum
3. Career opportunity provide to existing employees, by company.



Director
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QUESTIONNAIRE

The objective of the research is to understand the phenomena trends and other factors that contribute employee attrition the researcher assures you that the analysis /your response /opinion shall be kept highly confidential and shall only be used for the current research .none of the research outcomes or components shall be used for any other purpose except purely academic.

NAME.....

CONTRACT NO:

NAME OF THE ORGANIZATION.....

DESIGNATION.....

1. Age group:-

- a) Up to 30 year
- b) 31-40 year
- c) 41-50 year
- d) Above 51 year

2. Department:

- a) Production
- b) HR
- c) Finance
- d) Marketing

3. Length of service:-

- a) 0-1 year
- b) 1-2 year
- c) 2-3 year
- d) 3-5 year


Director
Shri Pragya Mahavidyalaya
Bilainagar-305624

4. Which of the following is the greatest HRM challenges faced by your organization?

- a) Performance management
- b) Employee attrition
- c) Employee absenteeism
- d) Lack of employee engagement

5. Is employee attrition a recognized HR challenges for your organization?

- a) Yes
- b) No

6. Do you think that an increasing number of industries is adversely affecting employee retention in your company and is leading to higher employee attrition?

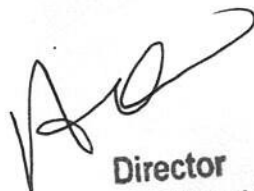
- a) Yes
- b) No

7. Which level of employee in your organization is most susceptible to attrition?

- a) Junior management
- b) Middle management
- c) Senior management
- d) Top management

8. State the major reasons of attrition in your company?

- a) Employees expectation of the job
- b) Absence of conducive workplace environment
- c) Mismatch of job profile
- d) Lack of career growth


Director
Shri Pragma Mahavidyalaya
Bilainagar-305624

9. Which of the following employees in the experience range are most susceptible to attrition?

- a) 2-5 years of experience
- b) 5-8 years of experience
- c) 8-12 year of experience
- d) Above 12+ year of experience

10. Do the attrition trends in your company make you believe that it's ultimately money that is influencing the decision related to resignations and retention?

- a) Yes
- b) No



Director
Shri. Pragma Mahavidyalaya
Bilainagar-305624