

A STUDY OF EMPLOYEE/ STAFF RETENTION ISSUES IN IT UNITS, PUNE

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ABSTRACT

The purpose of this study is to investigate employee retention problems in the IT units, Pune. Turnover of employees can have both positive and negative impacts on an organization. When the turnover is of an employee that is struggling in their work, or is a low performer, voluntary turnover may be a positive thing for the organization. However, when an organization loses a high performing employee through their resignation, the costs to the organization can be many. Retaining qualified employees in a labor intensive, demanding, and fast-paced work environment is a major struggle in IT units. With the development of information technology nationwide and the development of various technologies on different platforms, there is a limited supply of staff that is well-trained and experienced in the day-to-day operations, leaving a limited pool of qualified employees to hire.

Purpose-Toexamines the influence of retention variables with intent to quit and number of job changed with relate to retention factors influencing attrition.

Methodology-A questionnaire survey was conducted of the work force in the IT units of Pune. The questionnaire was filled from the employees who have switched job at least once.

Findings-There are six retention variables most influence for employee leaving and the remaining six retention variables, least influencing. Bivariate-co-relation test it is used to find is there any relationship between numbers of job changed and retention variables. The outcome was positive.

Practical aspects-For the study, 36 IT units were considered. Out of 600 respondents which were invited to participate in the survey, 576 respondents response were found valid. The response rate was 96% for the study.

KEYWORDS: Information Technology units, Employee Retention, Turnover, retention variables.

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