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A STUDY OF RETENTION OF SKILLED EMPLOYEE PRACTICE BY HUMAN RESOURCE MANAGER

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Abstract

Every organization is trailing for employees, the biggest of the companies also face complication of handling and managing skilled employees. Where the concepts of re-skilling and up-skilling form expensive issue, hence not taken up 'Skill Enhancement' on management priority list. Various sectors like Manufacturing, IT and Job Portal, are in need of skilled employees for keeping with the productivity and profits but the search ends with compromising numbers available with skilled available/employed.

Keywords: Retention, Employee Training.

INTRODUCTION

Employee retention refers to the various policies and practices which let the employees stick to an organization for a longer period of time. Employee retention takes into account the various measures taken so that an individual stays in an organization for a maximum period of time. Employee Retention has become a major concern for corporate in the current scenario. Individuals, once being trained, have a tendency to move to other organizations for better prospects. Lucrative salary, comfortable things, better ambience and growth prospects are some of the factors which prompt an employee to look for change. Whenever talented employees expresses his willingness to move on, it is the responsibility of the management and HR Team to intervene immediately and find out the extract reasons to the decision.

An organization cannot survive if the top performers quit. It needs employees who are loyal and work hard with full dedication to achieve organization's objective. The human resource plays an important role in employee retention.

OBJECTIVES

- To study the concept of Retention Policy.
- To study the view regarding skilled employee retention reason.
- To study the action taken by the manager related to retention of employees.
- To study the economic effect on the company through retention of employees.

LITERATURE REVIEW

One of the most important aspects of any organization is to retain the employees. The role of HR comes into action with the implementation of policies which affects the employee retention. There are various means of retention depending upon the situation and the needs of the organization.