

Major Research Project

A Study on Employee Attrition Analysis

Submitted By:

Ayushi Pal

2K21/DMBA/39

**Under the Guidance of
Dr. Abhinav Chaudhary
Assistant Professor**



DELHI SCHOOL OF MANAGEMENT

Delhi Technological University

Bawana Road Delhi 110042

CERTIFICATE FROM THE INSTITUTE

This is to certify that **Ayushi Pal, 2K21/DMBA/39** has submitted the major research titled “**A study on Employee Attrition Analysis**” under the guidance of Dr. Abhinav Chaudhary as a part of Master of Business Administration (MBA) curriculum of Delhi School of Management, Delhi Technological University, New Delhi during the academic year 2022-23.

Signature of the Guide

Dr. Abhinav Chaudhary

Signature of Head of Department

Dr. Archana Singh

Declaration

I, Ayushi Pal, hereby declare that the presented project report titled “**A Study on Employee Attrition Analysis**” is uniquely prepared by me in the partial fulfillment of the requirement for the degree in MBA in Analytics and Marketing.

I also confirm that the report is only prepared for my academic requirement, not for any other purpose. It might not be used with the interest of the opposite party of the corporation.

.....
Ayushi Pal
2K21/DMBA/39
MBA (HR and Marketing)

Acknowledgement

I would like to express my gratitude and appreciation to all those who gave me the possibility to complete this report. Special thanks is due to my mentor **Dr Abhinav Chaudhary** sir whose help, stimulating suggestions and encouragement helped me in all time of fabrication process and in writing this report. I also sincerely thanks for the time spent proofreading and correcting my many mistakes.

I would also like to acknowledge with much appreciation the crucial role of the Head of Department (HOD) of Delhi School of Management, Delhi Technological University for emphasizing on the major research project.

Many thanks go to the all lecturer and supervisors who have given their full effort in guiding the team in achieving the goal as well as their encouragement to maintain our progress in track. My profound thanks go to all classmates, especially to my friends for spending their time in helping and giving support whenever I need it in fabricating my project.

EXECUTIVE SUMMARY

Employee attrition is a very big problem not only in India outside the world too. So the thing is company should take care of them in a friendly manner. Flexible working condition, supervisor relationship, career growth and development, management support, motivation these are all helps to reduce the attrition rate.

This study examines the employee attrition which is inevitable but manageable with software employees. A Structured questionnaire was administered with a sample of 100 respondents. Simple random sampling methodology was adopted for data analysis. Data Analysis was employed for computing the efficiency scores for attrition using Advanced Excel. Statistical techniques such as factor analysis, correlation analysis, t test, chi-square and multiple regression was employed. Correlation analysis was significant, and multiple regression was used to test the impact of the employee attrition. The findings demonstrated that there is no significance difference in the dimension of the factors as a predictor in explaining employees attrition Chi-square test revealed that there is significant association in employee job seeking with that of rate of attrition. This paper attempts to provide a framework for the employee attrition which could be applied to larger concern with little arrangements.

The study reveals attrition of employees in the company. Through the study it has been assessed that the employees are having safe and comfortable working environment in their company. The continued growth of the company depends upon in attrition and their valuable employees who are the pillars of the organization. The company should therefore address the gap in satisfying the employees' need and expectations towards their job and other related aspects which help the company to retain them more effectively. The company can also go for introducing new incentives schemes, transport facility, accommodation facility and to increase the bonus amount which helps the organization to motivate their employees to work even more and this brings best result from the employees. The company can effectively retain their all valuable employees if they follow the below suggestions.

Attrition is critical in the industry these days. It's the major problem which highlights in all the organizations. "Attrition is said to be the gradual reduction in the number of employees through retirement, resignation or death. It can also be said as Employee Turnover or Employee Defection" A well-trained and well adapted employee leaves the organization, it creates a

vacuum. So, the organization loses key skills, knowledge and business relationships. Modern managers and personnel administrators are greatly interested in reducing Attrition in the organization, in such a way that it will contribute to the maximum effectiveness, growth, and progress of the organization Employees are the most valuable assets of an organization. They add value to the organization in terms of quantity and quality as well. Therefore, it is indispensable to maintain a permanent and promising workforce. Over the years it has become a tough task for employers and thereby increased attrition in the organizations. Attrition of employees in a limited measure is desirable for influx of new ideas in any type of organization. It helps organizations to maintain their agility in a fast changing environment.

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ABSTRACT

Employee attrition is very big problem not only in India outside the world too. So the thing is company should take care of them in a friendly manner. Flexible working condition, supervisor relationship, career growth and development, management support, motivation these are all helps to reduce the attrition rate.

The study reveals to attrition of employees in the company. Through the study has been assessed that the employees are having safe and comfortable working environment in their company. The continued growth of the company depends upon in attrition their valuable employees who are the pillars of the organization. The company should therefore address the gap in satisfying the employees' need and expectations towards their job and other related aspects which help the company to retain them more effectively. The company can also go for introducing new incentives schemes, transport facility, accommodation facility and to increase the bonus amount which helps the organization to motivate their employees to work even more and this brings best result from the employees. The company can effectively retain their all valuable employees if they follow the above suggestions.

CHAPTER I

INTRODUCTION

The loss of staff due to resignation, retirement, and death is known as attrition. Employee churn is a major issue both inside and outside of India. The software business is particularly impacted and the attrition rate is rising daily. Most employers are interested in knowing why a worker departs a company.

Even private HR experts are employed by companies to investigate their operations and determine the root of an employee's dissatisfaction. New hires are recruited by the HR department, who then sends them to training so they may better grasp the workplace and culture. No matter how big or small, staff turnover is a challenge for all businesses.

An employee quits his current job in search of one with better income and working conditions. Every business determines its employee attrition rate and makes steps to lower it. Since disclosing the facts and data could damage the company's reputation in the eyes of its devoted consumers and employees, it is not done. How to lower staff churn is now the question. What should a business do to retain talent? Many businesses, including TATA and Reliance, work hard to lower the attrition rate. Employees who have trouble working 10 to 5 have been granted flexible working arrangements. Private hospitals are available for employees so they may get their annual physicals done without having to pay a lot of money.

When a goal is met, a free trip abroad is provided once a year. Fewer and fewer businesses are seeking to complete their work by whatever means necessary as they become more and more work-savvy. It's necessary to alter the thinking. Although there should be a deadline for finishing a task, this should not interfere with the employee's personal life. Various lectures on how to combine personal and working life should be held by businesses.

Prevent Attrition

Money is all that matters. This idea has evolved into the cornerstone of contemporary employee psychology. The psychological "need to satisfy one's desire" is best met by larger sums of money than by company loyalty as the world—and India in particular—moves towards a more individualistic society.

Attrition is the term used to describe the loss of workers due to retirement, resignation, or death. Because of ongoing stress, retirement, deaths, illnesses, and relocation, there is a natural and uncontrolled drop in the workforce known as attrition. Attrition can be defined as the quantity or pace at which employees depart a company. The study of attrition is crucial since a high attrition rate indicates how productive an organisation is. It is undoubtedly challenging for any organisation to run efficiently and to attain its objectives if employees leave the organization.

Any organization's efficacy and efficiency may be directly impacted by levels of attrition that are higher than the average. Most workers quit their jobs for reasons other than money; they want their employment to have more purpose. Employees look for opportunities to apply and hone their abilities. They frequently express a desire to use their abilities and skills to difficult teamwork under the direction of qualified leaders.

There are many factors that could cause a person to leave their job. Career chances, a good work environment, psychological satisfaction, unfair organisational practises, stress, and others are a few of them. The main factors that affect attrition among management-level workers include possibilities for management, the capability of top management, the application of skills and competencies, and work-life balance.

STATEMENT OF THE PROBLEM

Any manufacturing company's ability to succeed is mainly dependent on its workforce, which is regarded as the foundation of every business. The primary goals of the study were to gauge employee attitudes, uncover organisational problems they encounter, and determine why employees would rather switch jobs. The management will be able to take the required steps to lower attrition after the levels of employee attitude have been recognised. Their advancement will contribute to the company's long-term success because they are the "backbone" of the organisation. This study can be useful in understanding why employees would like to change jobs and what causes employee dissatisfaction. Since the study is critical issue, it is needed by the originations in order to assess the overall interest and the feelings of the employees towards their nature of job and organization.

OBJECTIVES OF THE STUDY

Primary objective:

To study on employees attrition towards Tenneco Automotive India Pvt, Hosur.

Secondary objectives:

- To study the employee attrition rate in the company
- Determine the factors for employee attrition in the company
- To find the ways to reduce the employee attrition in the company
- To be aware about the attrition among employees in the company
- To provide remedial measures and Suggestion to retain the employees in the Organisation

SCOPE OF THE STUDY

The study is restricted to the Tenneco Automotive India Pvt Ltd., Hosur, firm. The study's primary focus is on staff attrition inside the organisation. Survey questions were asked to the company's personnel for the study. It sheds light on the company's attrition problem. This survey will also aid in the analysis of how employees perceive themselves and the issues they face at work. and make suggestions for additional measures to further the need to keep the employees in order to boost the company's efficiency.

CHAPTER IV

RESEARCH METHODOLOGY

RESEARCH DESIGN

A research design is the set up of parameters for data collecting and analysis with the intention of balancing procedural economy with relevance to the research's goal. The descriptive research design was chosen for the studies. To understand consumer behaviour, the researcher must describe the current environment. Descriptive research is used as a result. Only what has occurred and what is now occurring can be reported in descriptive research.

The goal of a research design is to make sure that the data you collect allows you to solve the research topic as clearly and successfully as feasible. In social science research, acquiring evidence that is pertinent to the research problem typically means outlining the kind of evidence required to test a theory, assess a programme, or properly characterise a phenomenon. However, it's common for researchers to start their inquiries far too soon, before they've given the information needed to address the study's research questions some serious consideration. The conclusions reached without prior attention to these design concerns run the danger of being weak and unconvincing and, as a result, will not adequately address the broader research challenge.

Due of this, research designs can range greatly in length and complexity, but any good plan will accomplish the following:

1. Clearly define the research problem and explain why it was chosen,
2. Examine previously published materials connected to the issue,
3. Specify the hypotheses [i.e., research questions] fundamental to the chosen problem in a clear and transparent manner.

5. define the methods of analysis that will be used to the data in order to determine whether the hypotheses are true or false.

4. Clearly define the data that will be necessary for an effective test of the hypotheses and explain how such data will be collected.

Definition and Purpose

The fundamentals of action research design follow a typical cycle in which an exploratory position is initially taken, where an issue is understood, and where plans are established for some type of interventionary technique. The action in Action Research is then carried out, and during this time, significant observations are gathered in a variety of ways. The new interventional tactics are implemented, and the cycle is repeated until the issue is sufficiently understood (or a workable solution is found). The iterative or cycle protocol starts with conceptualising and focusing on the problem before progressing through various interventions and evaluations in an effort to promote better understanding of a particular scenario.

Different Research Methods

Different designs are employed in research, each with unique benefits and drawbacks. Depending on the objectives of the study and the nature of the phenomenon, the scientist may utilise either one:

- Descriptive Designs
- Descriptive Research
- Case Study
- Naturalistic Observation
- Survey

DATA COLLECTION

The practise of obtaining and measuring data, information, or any other variables of interest in a standardised and defined method that enables the collector to respond to or test hypotheses and assess the results of the specific collection is known as data collection. Any research conducted in any field of study, including the physical and social sciences, business, humanities, and others, must include this as an essential and typically early component.

Primary Data Collection Methods

Primary data collection methods can be divided into two groups: quantitative and qualitative.

Methods for gathering quantitative data are based on several types of mathematical calculations. Closed-ended questionnaires, correlation and regression techniques, mean, mode, and median calculations, among other techniques, are used for quantitative data gathering and analysis.

Contrarily, qualitative research techniques avoid using numbers or performing mathematical calculations. Words, sounds, feelings, emotions, colours, and other intangible components are directly related to qualitative research.

The following scale development has been used in the questionnaire:

- 1) Open ended Questions
- 2) Closed ended Questions
- 3) Multiple choice Questions

Likert scale methods, open-ended questions, and closed-ended questions are employed in this study. Primarily, primary and secondary data are used in the study. Primary data refers to newly obtained data. The majority of primary data has been gathered through individual interviews, questionnaires, etc. Secondary data are those that are already in circulation.

Secondary data

Data that has already been published in secondary sources, such as books, newspapers, magazines, journals, web portals, etc. Almost regardless of the research area's nature, there is a wealth of information about it available in these sources for business studies. In order to increase the levels of research validity and reliability, it is crucial to apply the right set of criteria when choosing the secondary data to be included in the study.

SAMPLING METHODS

The convenience sampling strategy was utilised in this study together with the non-probability sampling methodology. The investigator's convenience is taken into consideration when choosing the samples.

TOOLS USED

Statistical tools used

Statistical tools

The following statistical tools are frequently employed for data analysis:

1. Simple percentage analysis
2. Chi Square.

Percentage analysis

$$\text{Percentage of respondents} = \frac{\text{Number of respondents}}{\text{Total respondents}} \times 100$$

Chi-square

Chi-square analysis was conducted to determine the one-way relationship between sociodemographic variables and the major programmatic aspects.

$$= \frac{(O - E)^2}{E}$$

O – Observed value

E – Expected value

HYPOTHESIS

NULL HYPOTHESIS

H₀: The preference for training and working experience are not significantly different.

ALTERNATIVE HYPOTHESIS

H₁: The employment experience and training preferences varied rather significantly.

DATA ANALYSIS AND INTERPRETATION TABLE NO:

5.1

GENDER OF RESPONDETS

S. no	Category	No. of respondent	Percentage (%)
1.	Male	114	57
2.	Female	86	43
	TOTAL	200	100

INTERPRETATION

According to the aforementioned table, 43% of respondents are female and 57% of respondents are men. As a result, men make up the majority of the respondents.

CHART NO: 5.1 GENDER OF RESPONDETS.

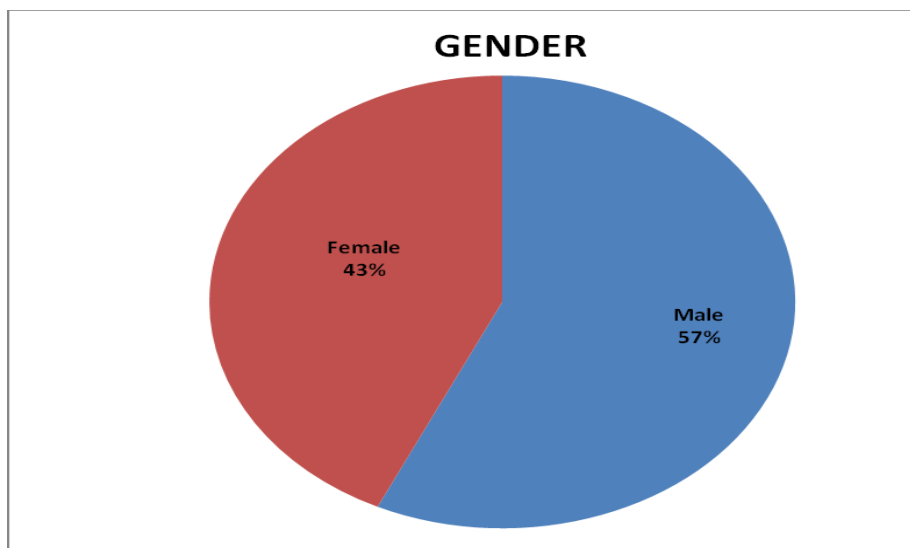


TABLE NO: 5.2 AGE OF RESPONDENTS

S.No.	Category	No. of respondents	Percentage (%)
1	Up to 20 years	50	25
2	21 to 30 years	74	37
3	31 to 40 years	46	23
4	41 and above	30	15
	TOTAL	200	100

INTERPRETATION

According to the data, 37% of respondents are between the ages of 21 and 30; 23% are between the ages of 31 and 40; 15% are between the ages of 41 and above; and 25% are under the age of 20. This indicate that employees in this organisation are primarily between the ages of 21 and 30.

CHART NO: 5.2 AGE OF RESPONDENTS

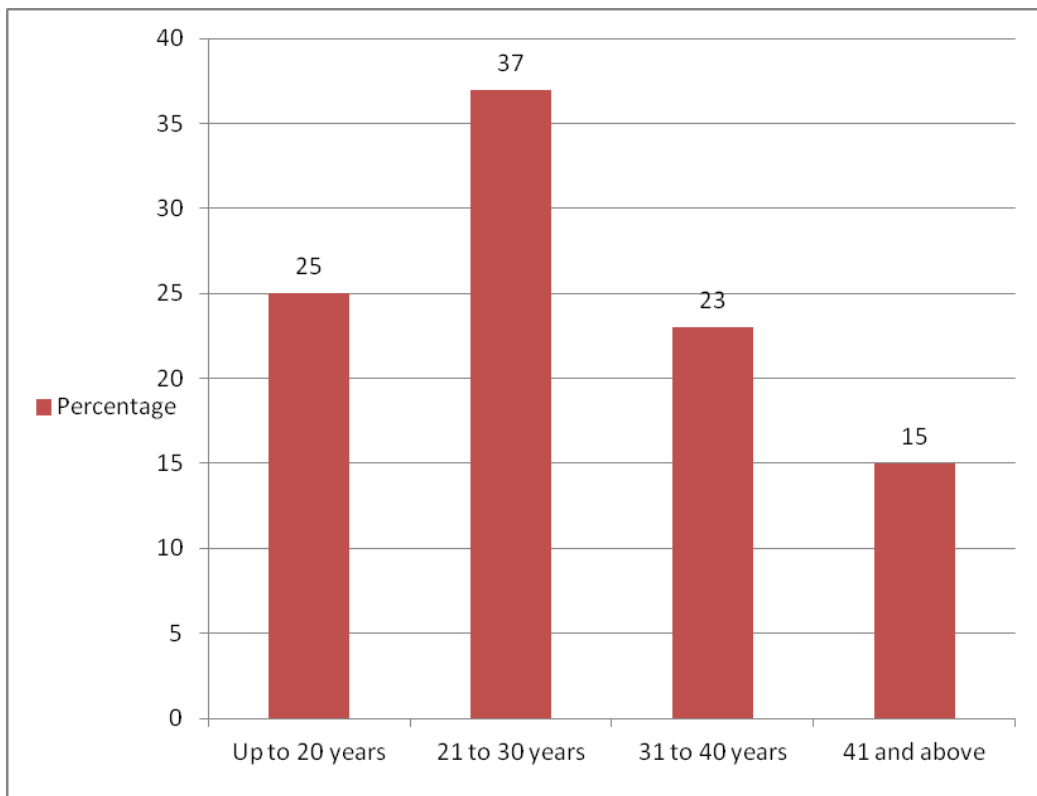


TABLE NO: 5.3 RESPONDENTS QUALIFICATION

S. no	Category	No. of respondents	Percentage (%)
1.	HSC/SSLC	18	9
2.	Diploma/IIT	46	23
3.	Professional	44	22
4	Graduate	52	26
5	Graduate	40	20
	TOTAL	200	100

INTERPRETATION

According to the results, the bulk of respondents—9% are Diploma/IIT holders, 23% are HSC/SSLC students, 22% are professionals, 26% are graduates, and 20% are postgraduates. This demonstrates that graduates are contributing more to the company.

CHART NO: 5.3 RESPONDENTS QUALIFICATION

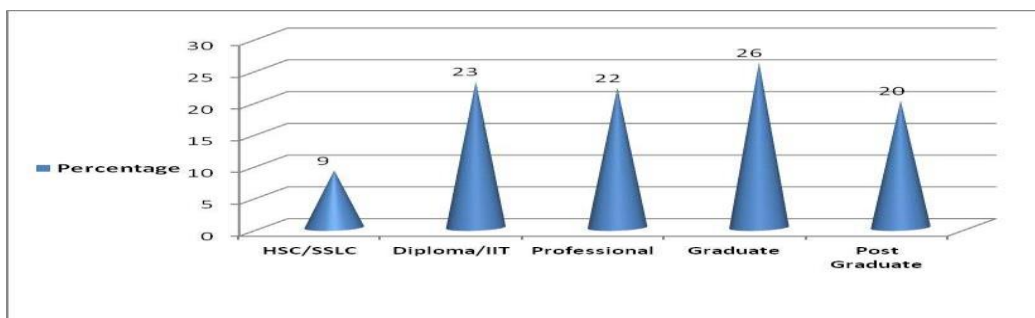


TABLE NO: 5.4 RESPONDENTS MARITAL STATUS

S.no	Category	No. of respondents	Percentage (%)
1.	Single	128	64
2.	Married	72	36
	TOTAL	200	100

INTERPRETATION

The bulk of respondents, 64%, are single, while 36% are married, according to the data. This demonstrates that employees who are not married are employed more frequently.

CHART CNO: 5.4 RESPONDENTS MARITAL STATUS

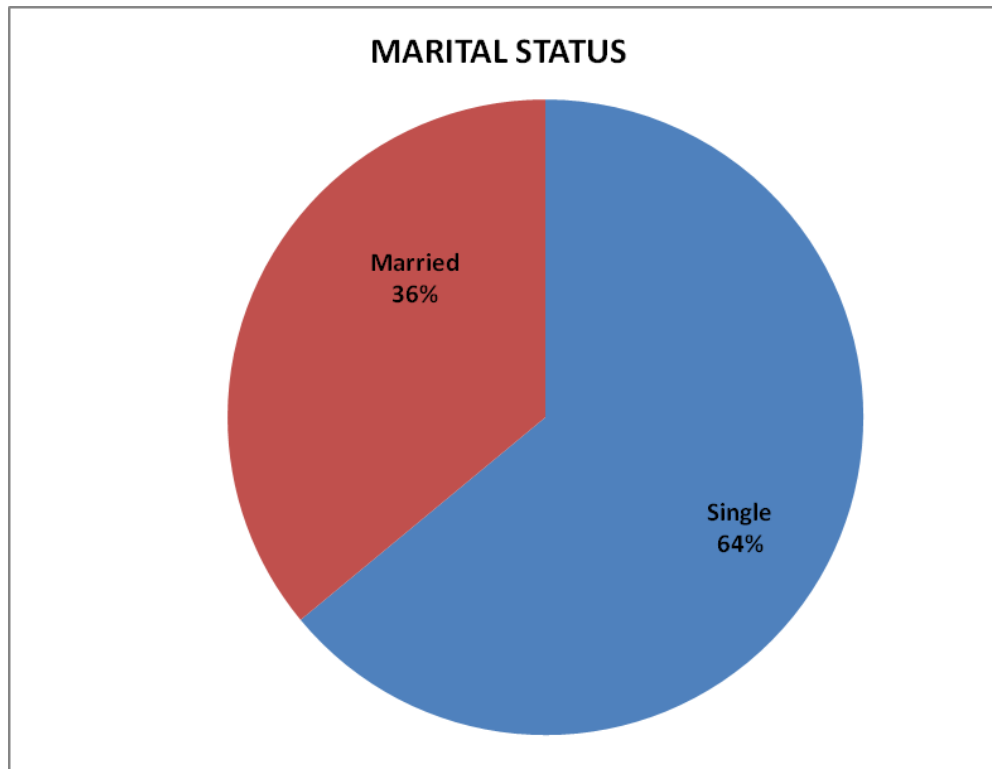


TABLE NO: 5.5 EXPERIENCE AT TENNECO AUTOMOTIVE INDIA PVT

S. no	Category	No. of respondents	Percentage (%)
1.	Up to 1 year	112	56
2.	1 to 2 year	52	26
3.	2 to 3 year	10	5
4	3 to 4 year	26	13
	TOTAL	200	100

INTERPRETATION

It reveals that the majority of respondents—56%—had experience of up to one year; 26% have experience of between one and two years; 5% have experience of between two and three years; and 13% have experience of between three and four years. This demonstrates that the majority of respondents had experience of up to one year.

CHART NO: 5.5 EXPERIENCE AT TENNECO AUTOMOTIVE INDIA PVT

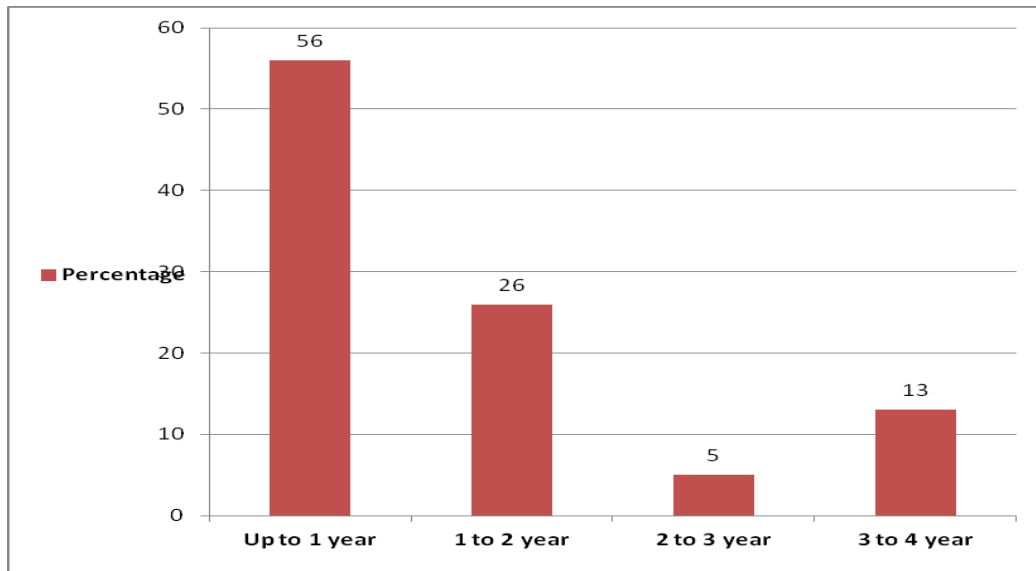


TABLE NO: 5.6 PREVIOUS EXPERIENCE

S.no	Category	No. of respondents	Percentage (%)
1.	Up to 1 year	94	47
2.	Above 1 year	106	53
	TOTAL	200	100

INTERPRETATION

It demonstrates that 53% of respondents had experience of more than one year, while 47% have experience of less than a year. This demonstrates that the majority of responders have work experience of more than a year.

CHART NO:5.6 PREVIOUS EXPERIENCE

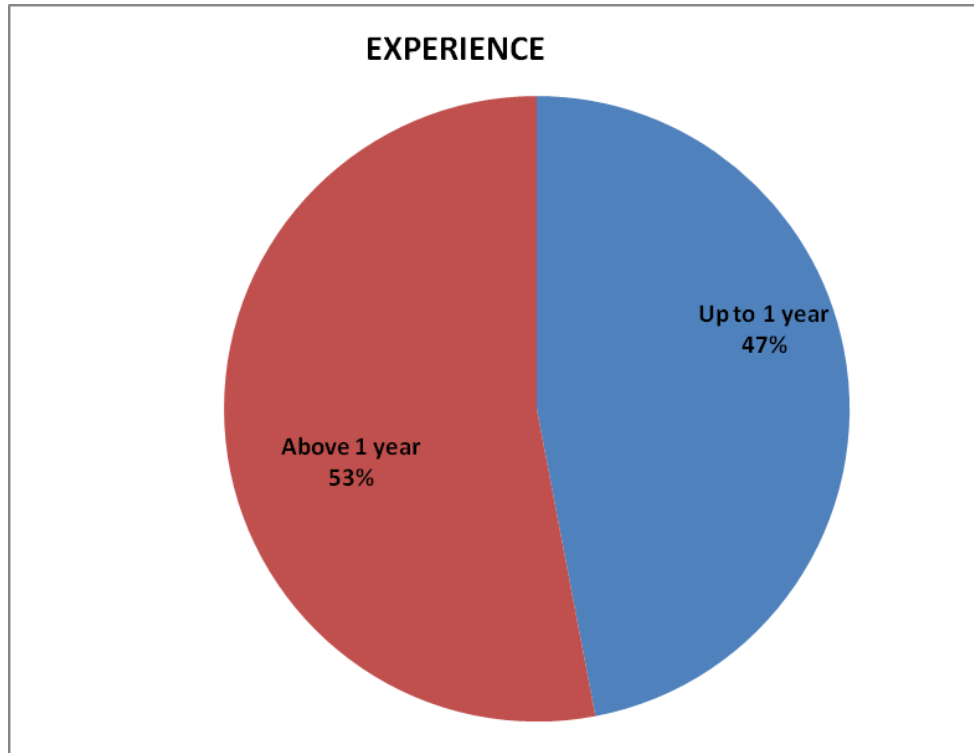


TABLE NO: 5.7 REASON FOR JOINED IN TENNECO AUTOMOTIVE INDIA PVT

S. no	Category	No. of respondents	Percentage (%)
1.	Employment	48	24
2.	Career growth	74	37
3.	High salary	40	20
4	Company reputation	38	19
	TOTAL	200	100

INTERPRETATION

According to the aforementioned statistics, 20% of respondents joined for high salaries, 37% of respondents for career advancement, 24% of respondents joined for employment, and 19% of respondents said company repute. This demonstrates that the majority of respondents joined Tenneco Automotive India Pvt Ltd. in order to advance their careers.

TABLE NO: 5.8 RESPONDENTS LIKE THEIR JOB

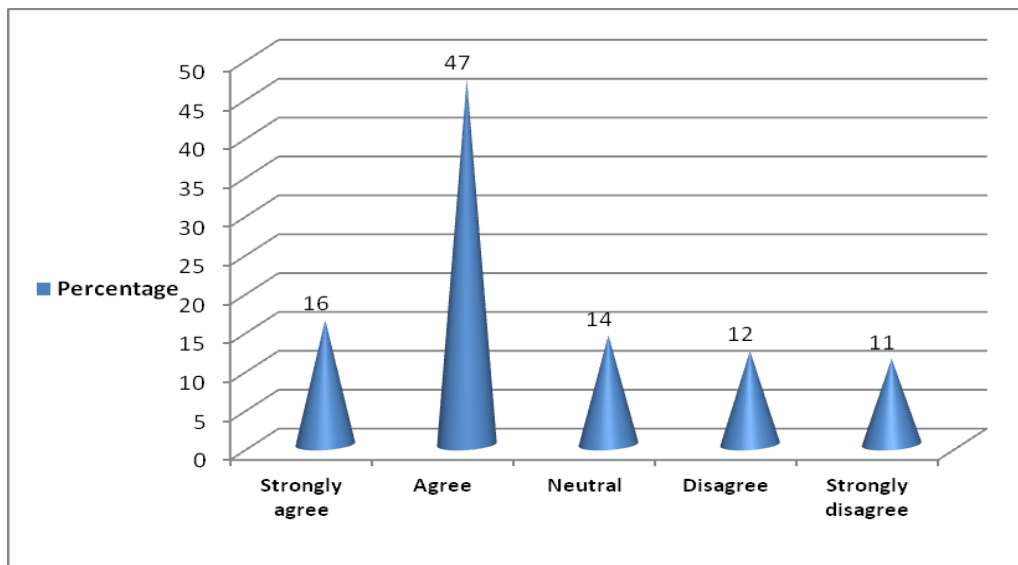
S. no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	32	16
2.	Agree	34	47
3.	Neutral	28	14

4	Disagree	24	12
5	Strongly disagree	22	11
	TOTAL	200	100

INTERPRETATION

The above table reveals that 16% of the respondents are strongly agree about like the job, 47% are the respondents are agree, 14% of the respondents are neutral, 12% of the respondents are disagree and 11% of the respondents are strongly disagree about liking job. This shows that majority of the respondents said agree in liking job.

CHART NO:5.8 RESPONDENTS LIKE THEIR JOB



**TABLE NO: 5.9 INTERESTING AND
CHALLENGING JOB**

S. no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	26	13
2.	Agree	22	11
3.	Neutral	54	27
4	Disagree	6	33
5	Strongly disagree	32	16
	TOTAL	200	100

INTERPRETATION

The above table reveals that 13% of the respondents said strongly agree about the job is more interesting and challenging, 11% of the respondents are agree, 27% of the respondents are neutral, 33% of the respondents are disagree and 16% of the respondents are strongly disagree. This shows that majority of the respondents said disagree in job interesting and challenging.

CHART NO: 5.9 INTERESTING AND CHALLENGING JOB

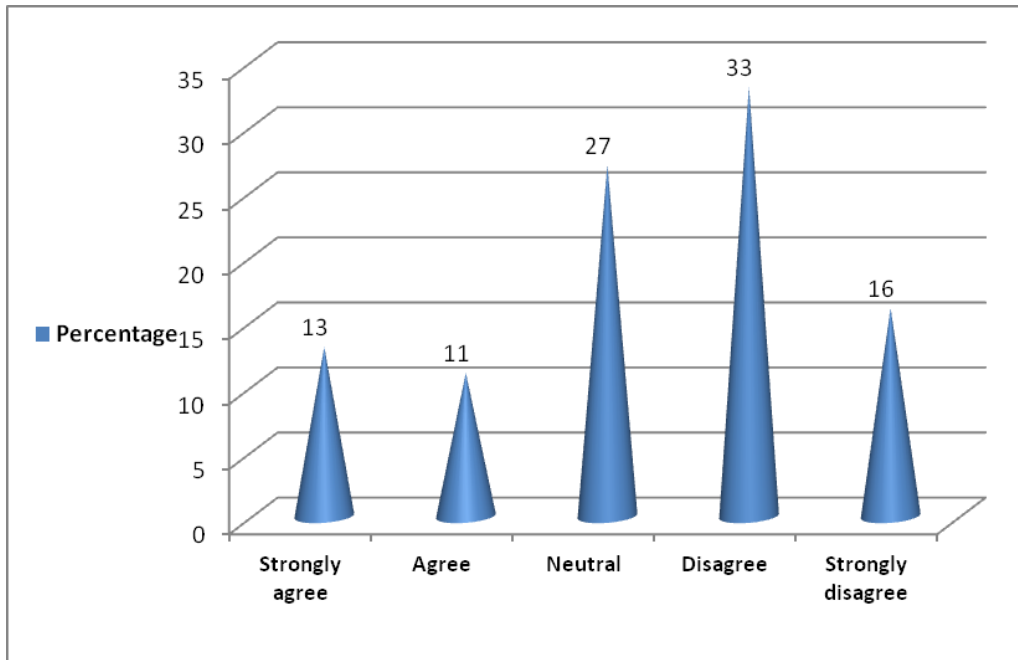


TABLE NO: 5.10 TRAINING

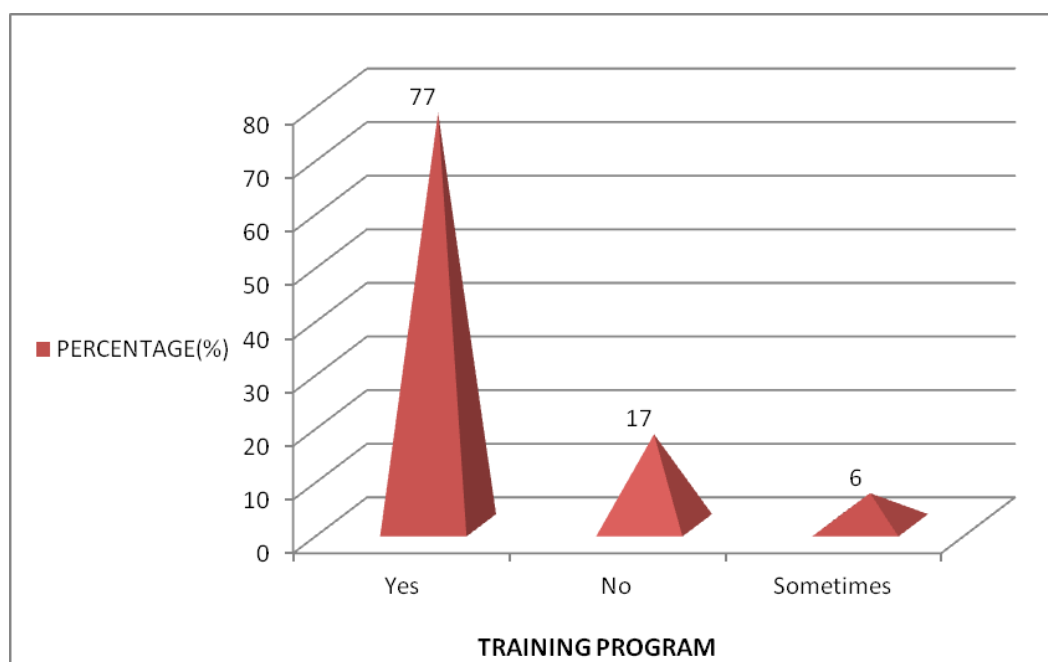
AND DEVELOPMENT

S.no	Category	No. of respondents	Percentage (%)
1.	Yes	154	77
2.	No	34	17
3	Sometimes	12	6
	TOTAL	200	100

INTERPRETATION

According to the aforementioned data, 77% of respondents reported having a training and development programme, 17% reported not having one, and 6% reported occasionally having a training and development programme across all levels. This shows that majority of the respondents said they are having training and development program in all levels.

CHART NO: 5.10 TRAINING AND DEVELOPMENT



**TABLE NO: 5.11 EFFECTIVENESS OF
TRAINING PROGRAM**

S.no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	56	28
2.	Agree	44	22
3.	Neutral	50	25
4	Disagree	38	19
5	Strongly disagree	12	6
	TOTAL	200	100

INTERPRETATION

The above table reveals that 28% of the respondents are strongly agree company providing training and development, 22% are the respondents are agree, 25% of the respondents are neutral, 19% of the respondents are disagree and 6% of the respondents are strongly disagree about effectiveness of training program. This show that majority of the respondents are strongly agree company providing training and development.

CHART NO: 5.11

EFFECTIVENESS OF TRAINING PROGRAM

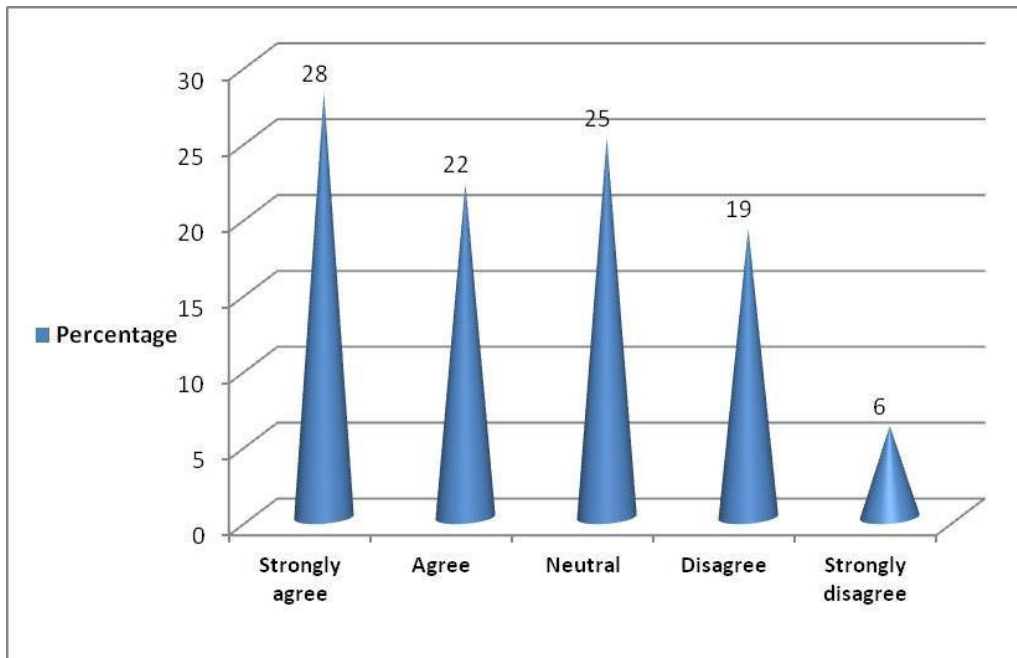


TABLE NO: 5.12

SEEKING EMPLOYMENT ELSEWHERE

S. no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	26	13
2.	Agree	22	11
3.	Neutral	54	27
4	Disagree	58	29
5	Strongly disagree	40	20
	TOTAL	200	100

INTERPRETATION

According to the aforementioned table, 20% of respondents are neutral, 27% of respondents disagree, and 20% of respondents strongly disagree with the idea of looking for employment elsewhere, while 13% of respondents agree and 13% strongly agree with the idea of a company providing training and development. This demonstrates that the majority of respondents disagreed with the idea of looking for work elsewhere.

CHART NO: 5.12 SEEKING EMPLOYMENT ELSEWHERE

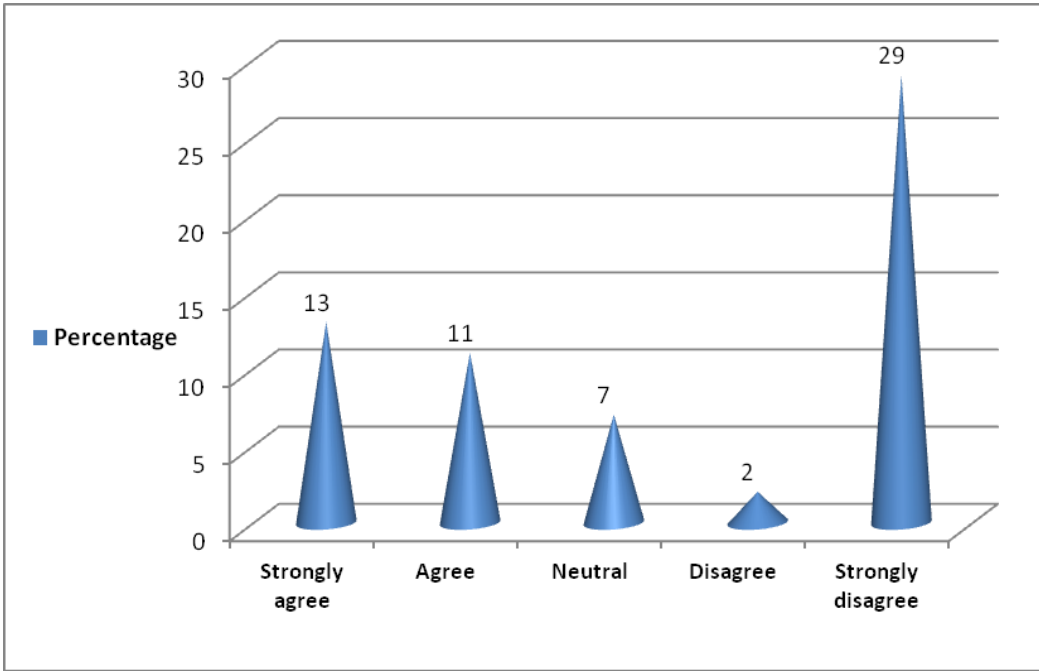


TABLE NO: 5.13

SCOPE FOR CAREER GROWTH AND DEVELOPMENT

S.no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	64	32
2.	Agree	42	21
3.	Neutral	22	11
4	Disagree	46	23
5	Strongly disagree	26	13
	TOTAL	200	100

INTERPRETATION

According to the aforementioned table, 32% of respondents highly agree, 21% agree, 11% are neutral, 23% disagree, and 13% strongly disagree with the professional growth and development opportunities offered by the organisation. This demonstrates that the vast majority of respondents strongly support businesses that foster professional development.

CHART NO: 5.13

SCOPE FOR CAREER GROWTH AND DEVELOPMENT

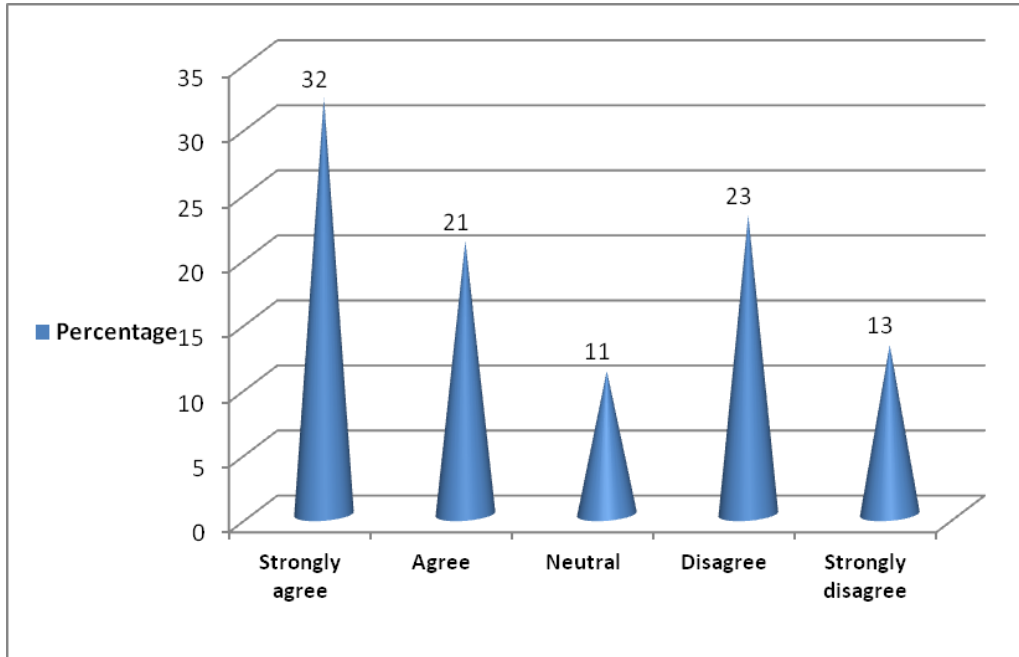


TABLE NO: 5.14

QUALITY OF FOOD AND ACCOMODATION

S.no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	40	20
2.	Agree	26	13
3.	Neutral	32	16
4	Disagree	54	27
5	Strongly disagree	48	24
	TOTAL	200	100

Source: Primary Data

INTERPRETATION

According to the aforementioned table, 20% of respondents highly agree, 13% agree, 16% are neutral, 27% disagree, and 24% strongly disagree with the company's provision of high-quality food and lodging.

This demonstrates that the majority of respondents disapprove of the company's decision to provide subpar lodging and food.

CHART NO: 5.14

QUALITY OF FOOD AND ACCOMODATION

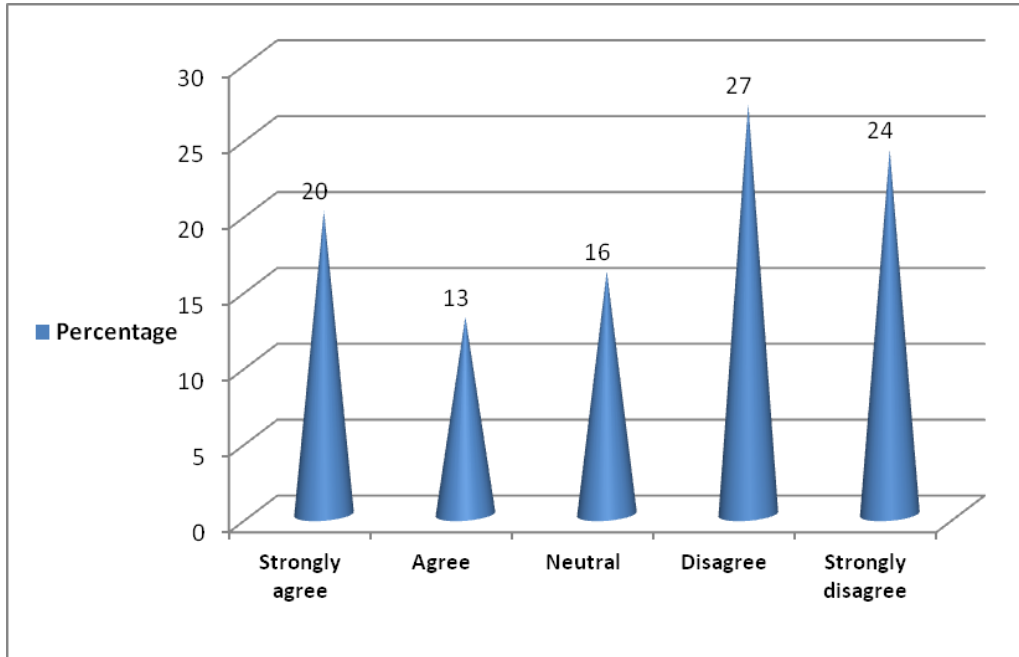


TABLE NO: 5.15

TRANSPORT FACILITIES

S. no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	68	34
2.	Agree	26	13
3.	Neutral	32	16
4	Disagree	26	13
5	Strongly disagree	48	24
	TOTAL	200	100

Source: Primary Data

INTERPRETATION

According to the aforementioned table, 34% of respondents highly agree, 13% agree, 16% are neutral, 13% disagree, and 24% strongly disagree that the company offers an excellent transport facility. This demonstrates that the majority of respondents firmly believe that a corporation should provide decent travel facilities.

CHART NO: 5.15

TRANSPORT FACILITIES

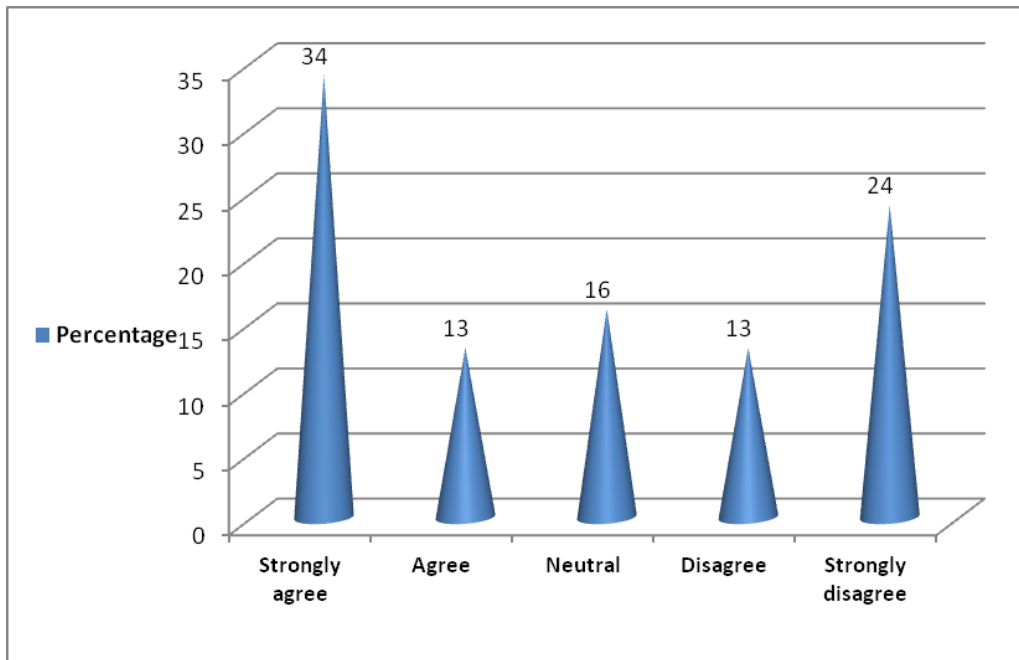


TABLE NO: 5.16 COOPERATION

AMONG EMPLOYEES

S. no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	68	34
2.	Agree	24	12
3.	Neutral	48	24
4	Disagree	50	25
5	Strongly disagree	10	5
	TOTAL	200	100

Source: Primary Data

INTERPRETATION

According to the aforementioned table, 34% of respondents highly agree, 12% agree, 24% are neutral, 25% disagree, and 5% strongly disagree with workplace cooperation.

This indicates that the majority of respondents are firmly in favour of employee cooperation at work.

CHART NO: 5.16

COOPERATION AMONG EMPLOYEES

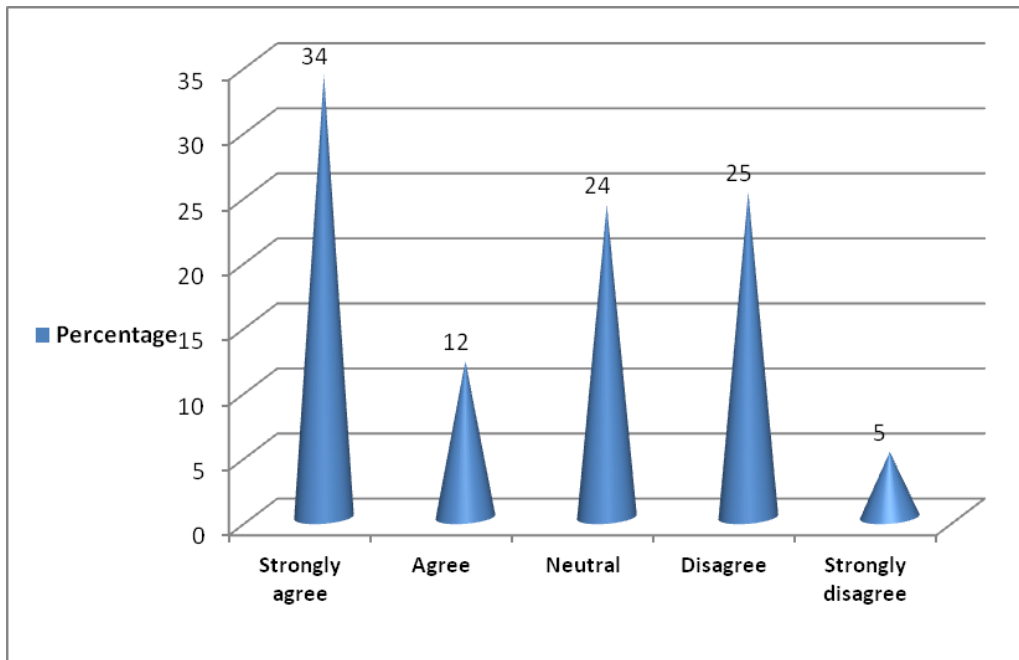


TABLE NO: 5.17 SUPERVISOR

RELATIONSHIP

S.no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	14	7
2.	Agree	22	11
3.	Neutral	54	27
4	Disagree	46	23
5	Strongly disagree	64	32
	TOTAL	200	100

Source: Primary Data

INTERPRETATION

According to the aforementioned data, 32% of respondents are extremely opposed to supervisors treating employees equally, compared to 27% who are neutral, 11% who are in agreement, 7% who are severely opposed, and 23% who are in agreement.

This demonstrates that the majority of respondents had a serious disagreement with the way their supervisor treated them.

CHART NO:5.17

SUPERVISOR RELATIONSHIP

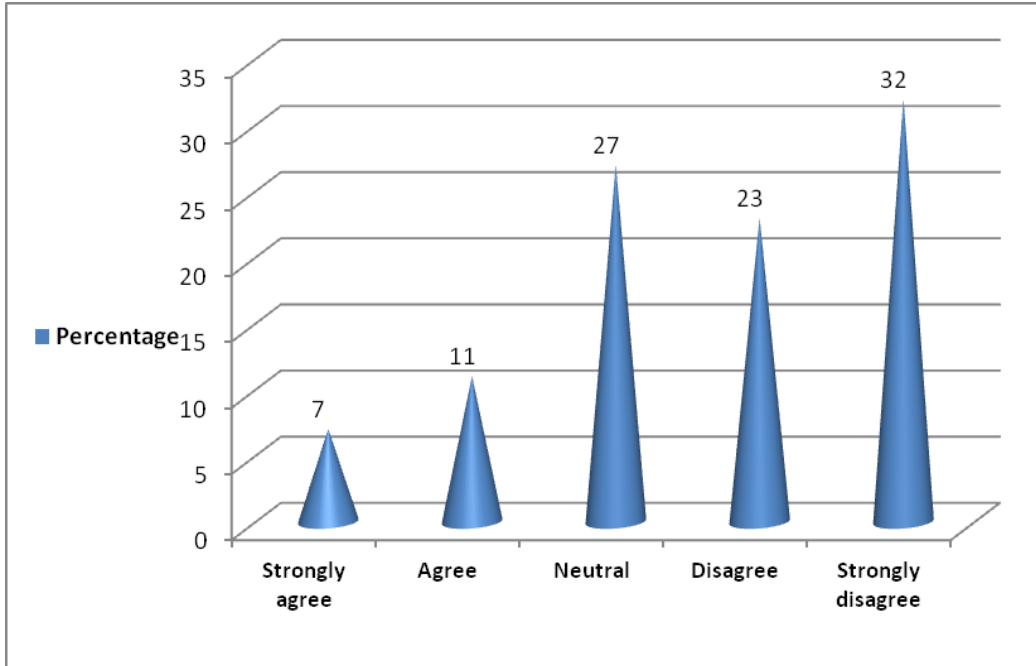


TABLE NO: 5.18 MANAGEMENT

SUPPORT

S.no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	64	32
2.	Agree	44	22
3.	Neutral	35	17
4	Disagree	45	23
5	Strongly disagree	12	6
	TOTAL	200	100

Source: Primary Data

INTERPRETATION

According to the aforementioned table, 32% of respondents strongly agree, 22% agree, 17% are neutral, 23% disagree, and 6% strongly disagree that management supports me in all facets (including both my professional and personal life).

This demonstrates that the vast majority of respondents firmly believe that my management supports and assists me in all areas (both professional and personal).

CHART NO: 5.18

MANAGEMENT SUPPORT

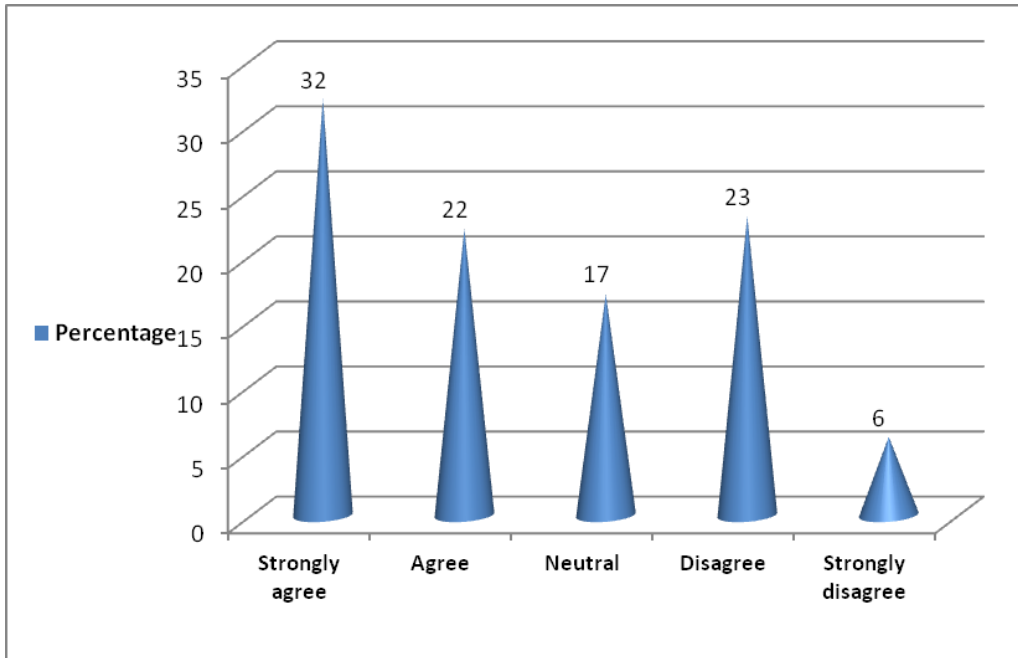


TABLE NO: 5.19 FAIR

COMPENSATION

S. no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	32	16
2.	Agree	52	26
3.	Neutral	48	24
4	Disagree	40	20
5	Strongly disagree	28	14
	TOTAL	200	100

Source: Primary Data

INTERPRETATION

In the above table, it is shown that 26% of respondents highly agree, 16% of respondents agree, 24% of respondents are neutral, 29% of respondents disagree, and 14% of respondents strongly disagree that this company provides good compensation for the work.

This demonstrates that the vast majority of responders concur that this organisation offers fair compensation for the task.

CHART NO: 5.19 FAIR

COMPENSATION

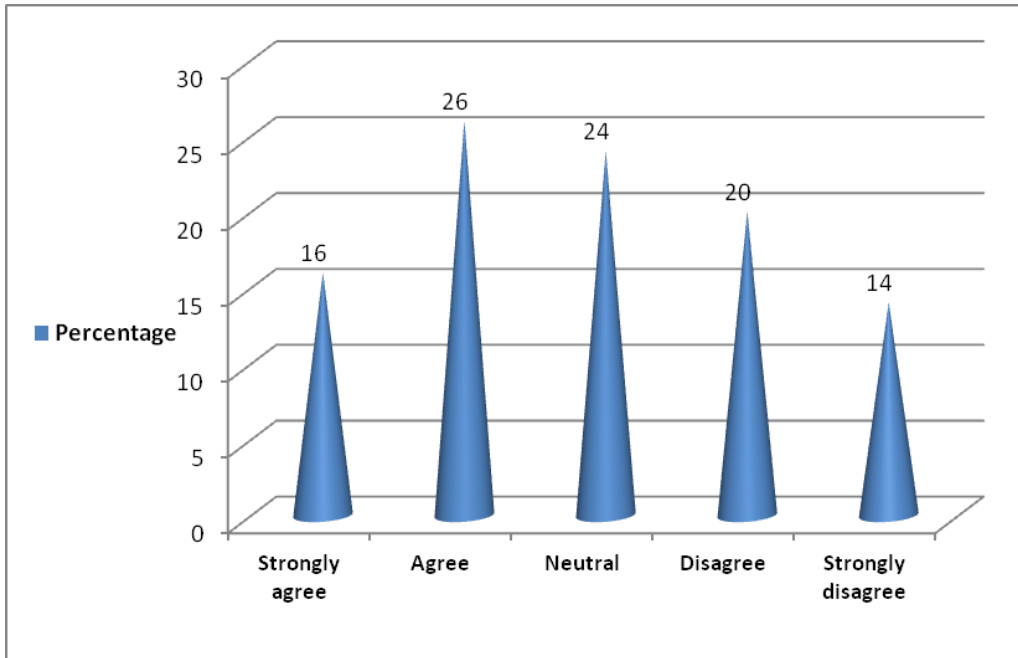


TABLE NO: 5.20 OVER

WORKLOAD

S.no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	56	28
2.	Agree	32	16
3.	Neutral	48	24
4	Disagree	30	15
5	Strongly disagree	34	17
	TOTAL	200	100

Source: Primary Data

INTERPRETATION

According to the aforementioned data, regarding work overload in the workplace, 28% of respondents are strongly in agreement, 16% are in agreement, 24% are neutral, 15% are disagree, and 17% are severely disagree.

This indicates that the majority of respondents strongly concur about work overload in the workplace.

CHART NO: 5.20

COMFORTABLE WORKLOAD

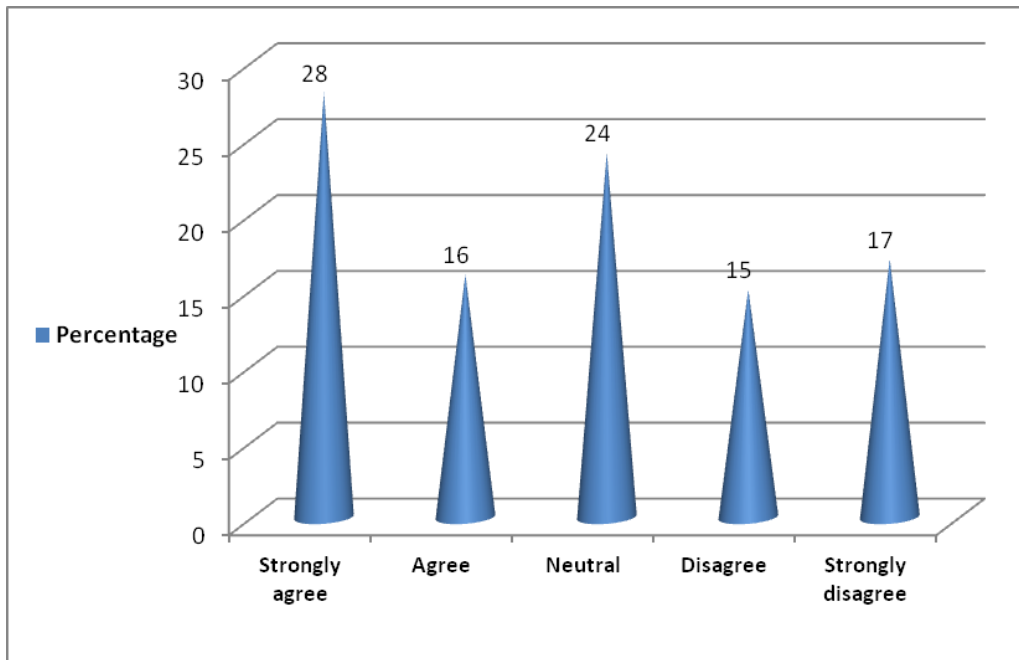


TABLE NO: 5.21 FAIR

PROMOTION

S. no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	48	24
2.	Agree	24	12
3.	Neutral	50	25
4	Disagree	38	19
5	Strongly disagree	40	20
	TOTAL	200	100

Source: Primary Data

INTERPRETATION

According to the aforementioned table, 24% of respondents strongly agree, 12% agree, 25% are neutral, 19% disagree, and 20% disagree strongly with the statement that there should be no favouritism in promotion decisions.

This demonstrates that the majority of respondents had an unfavourable opinion of promotions.

CHART NO: 5.21

FAIR PROMOTION

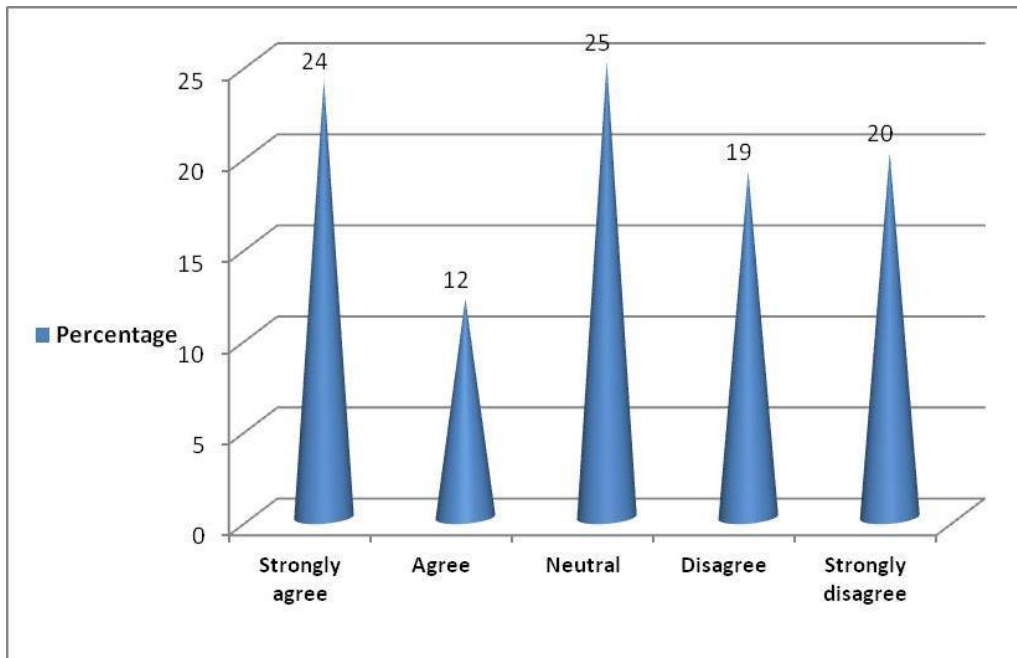


TABLE NO: 5.22 COMFORTABLE

WORKING HOURS

S.no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	48	24
2.	Agree	32	16
3.	Neutral	34	17
4	Disagree	40	20
5	Strongly disagree	46	23
	TOTAL	200	100

Source: Primary Data

INTERPRETATION

According to the aforementioned table, regarding comfortable working hours, 24% of respondents are strongly in agreement, 16% of respondents are in agreement, 17% of respondents are neutral, 20% of respondents disagree, and 23% of respondents severely disagree.

This demonstrates that the majority of respondents strongly support having comfortable working hours.

CHART NO: 5.22

COMFORTABLE WORKING HOURS

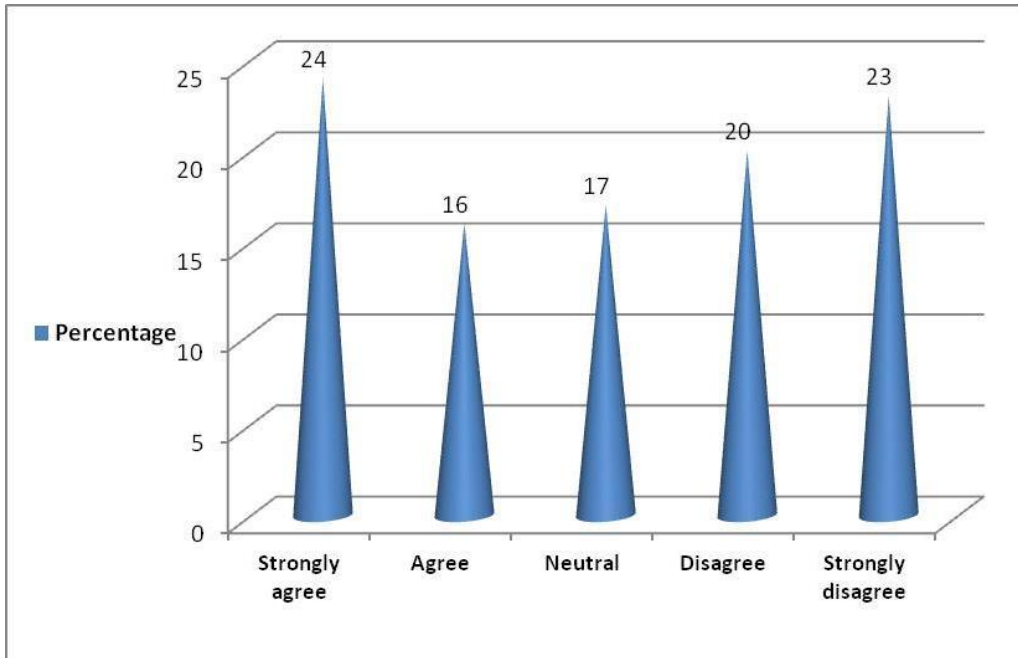


TABLE NO: 5.23 SATISFACTION

IN LEAVE

S.no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	32	16
2.	Agree	38	19
3.	Neutral	42	21
4	Disagree	54	27
5	Strongly disagree	34	17
	TOTAL	200	100

Source: Primary Data

INTERPRETATION

According to the aforementioned table, 16% of respondents highly agree with the leave offered by the employer, compared to 19% who are in agreement, 21% who are indifferent, 27% who disagree, and 17% who strongly disagree. This demonstrates that the majority of respondents disapprove of the company's leave policy.

CHART NO: 5.23

SATISFACTION IN LEAVE

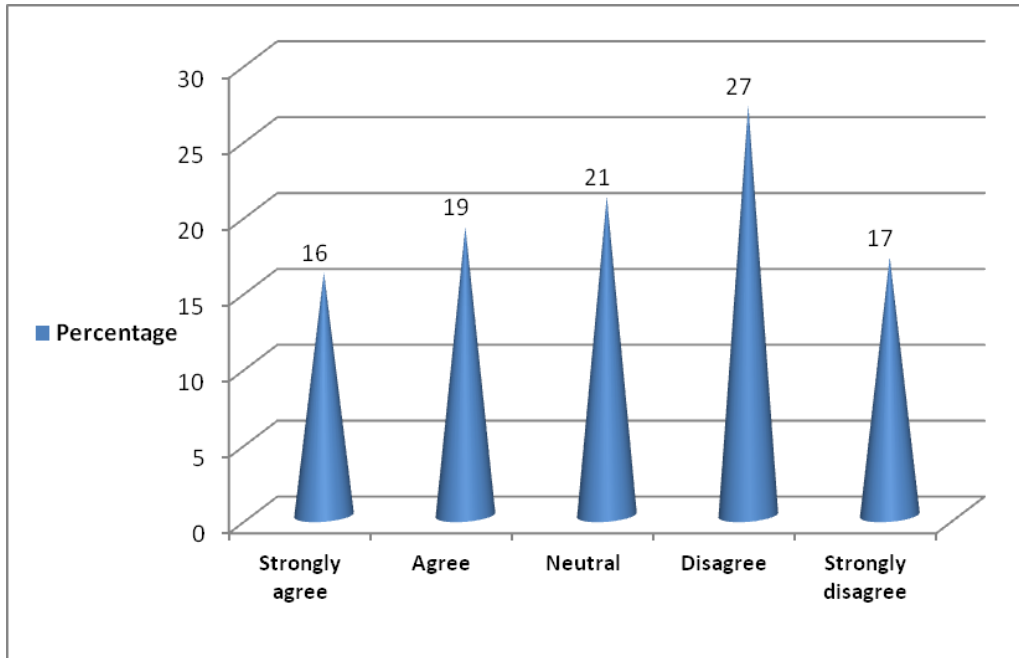


TABLE NO: 5.24

PRIORITIES FOR LIFESTYLE AND FAMILY

S. no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	54	27
2.	Agree	38	29
3.	Neutral	50	25
4	Disagree	22	11
5	Strongly disagree	16	8
	TOTAL	200	100

Source: Primary Data

INTERPRETATION

According to the aforementioned table, 27% of respondents highly agree, 29% agree, 25% are neutral, 11% disagree, and 8% strongly disagree with leaving the organisation in the event that lifestyle or family commitments take precedence.

This demonstrates that the majority of respondents are strongly willing to quit the company to pursue personal or family priorities.

CHART NO: 5.24

PRIORITIES FOR LIFESTYLE AND FAMILY

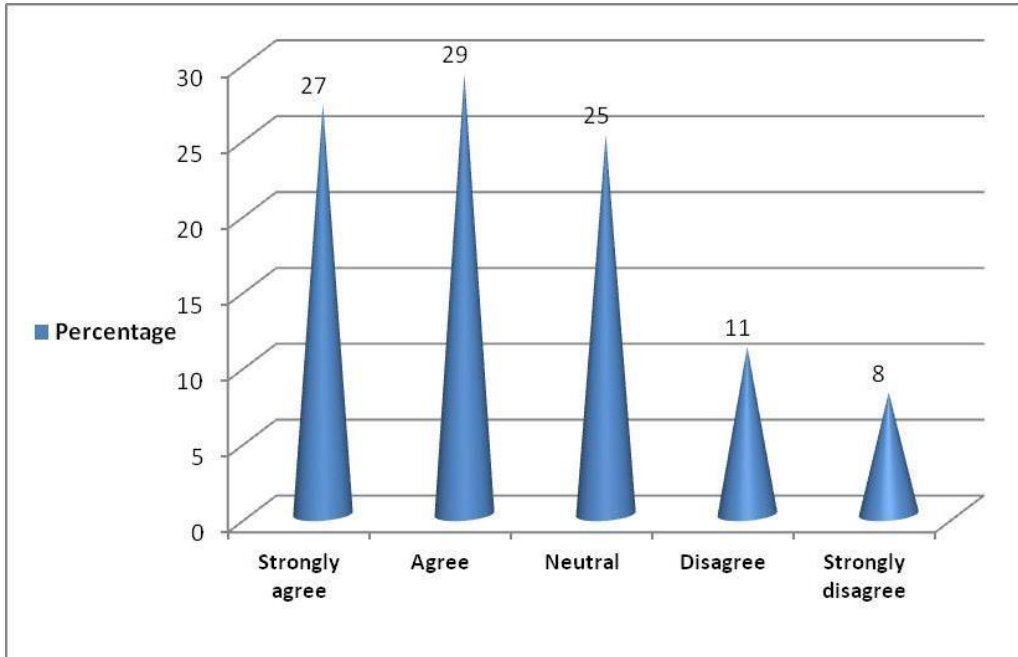


TABLE NO: 5.25

PLAN TO ACADEMIC STUDIES

S. no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	26	13
2.	Agree	16	8
3.	Neutral	40	20
4	Disagree	78	39
5	Strongly disagree	40	20
	TOTAL	200	100

Source: Primary Data

INTERPRETATION

According to the aforementioned data, 20% of respondents are neutral, 39% of respondents disagree, 13% of respondents strongly disagree, and 8% of respondents agree that they would leave the organisation to pursue additional academic studies.

This demonstrates that the majority of respondents are opposed to leaving the company to pursue additional academic degrees.

CHART NO: 5.25

PLAN TO ACADEMIC STUDIES

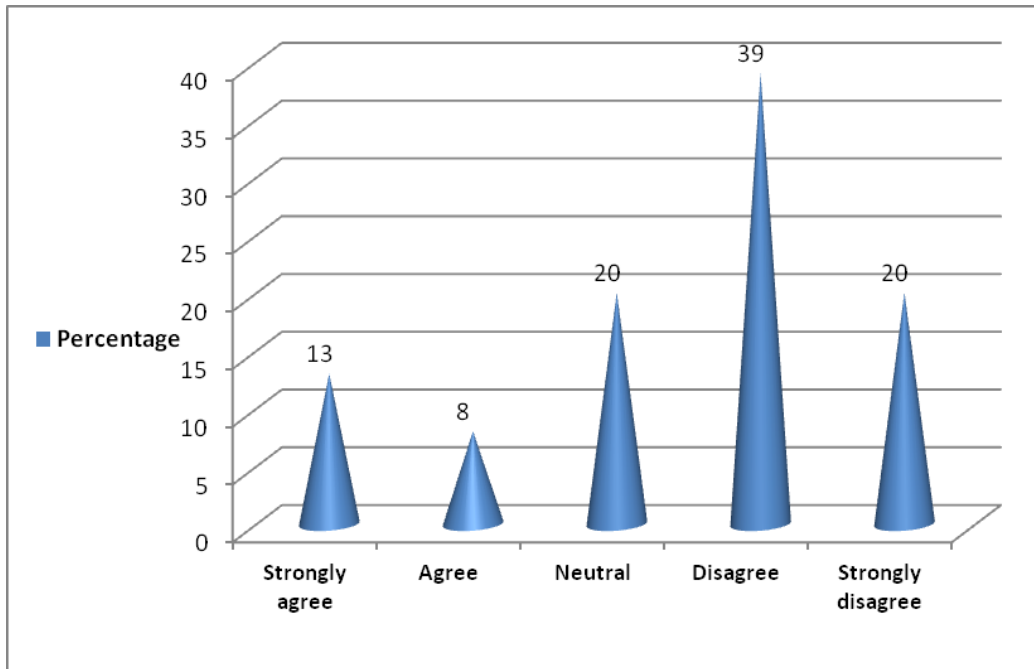


TABLE NO: 5.26

GRIEVANCE REDRESSEL

S.no	Category	No. of respondents	Percentage (%)
1.	Strongly agree	16	8
2.	Agree	32	16
3.	Neutral	54	27
4	Disagree	66	33
5	Strongly disagree	32	16
	TOTAL	200	100

Source: Primary Data

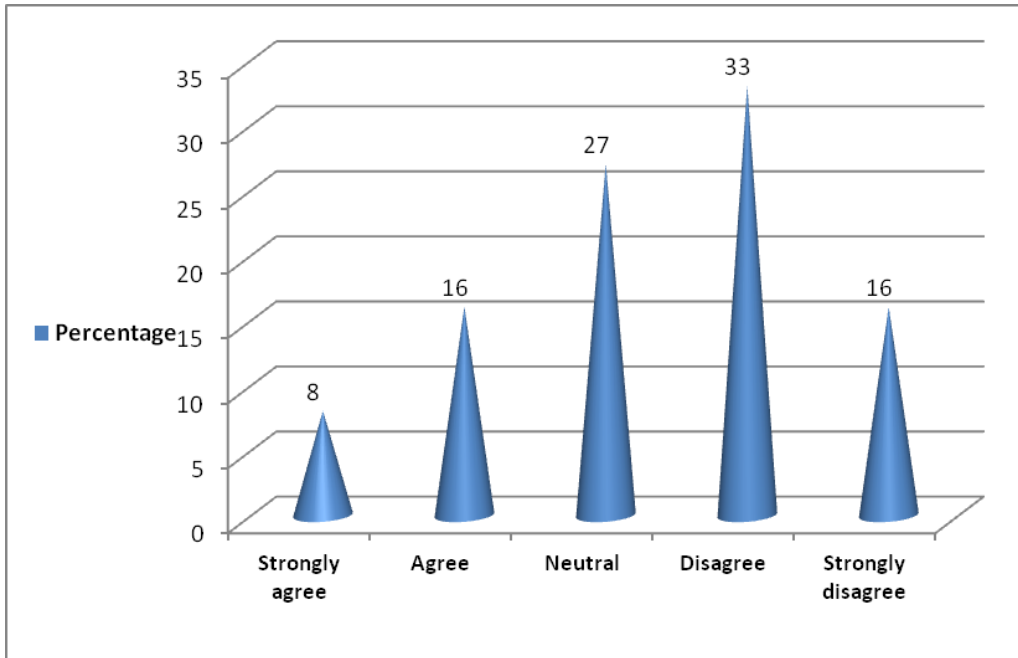
INTERPRETATION

According to the aforementioned data, 16% of respondents agree, 27% of respondents are neutral, 33% of respondents disagree, and 16% of respondents strongly disagree with how the company handled their complaint. Only 8% of respondents were strongly in favour of the company's resolution.

This demonstrates that the majority of respondents disapprove of the way the company handled their complaints.

CHART NO: 5.26

GRIEVANCE REDRESSEL



CHI-SQUARE ANALYSIS- I

Respondents Like their Job ↓ → Age Of The Respondents	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	TOTAL
Less than 30	11	23	5	5	6	50
31-40	9	42	10	6	7	74
41-50	7	20	8	7	4	46
Above 50	5	9	5	6	5	30
TOTAL	32	94	28	24	22	200

Null Hypothesis: H0:

The respondents' ages and how much they like their jobs have no discernible correlation.

Alternate Hypothesis: H1:

Age of the respondents and respondents' satisfaction with their jobs have a substantial link.

Calculation of expected frequency

$$\text{Expected frequency (E)} = \frac{\text{Row Total} * \text{Column Total}}{\text{Grand Total}}$$

ANALYSIS BY CHI-SQUARE

O	E	O-E	(O-E)²	(O-E)²/E
11	8	3	9	1.125
23	23.5	-0.5	0.25	0.0106
5	7	-2	4	0.571
5	5.75	-0.75	0.5625	0.0978
6	5.75	0.25	0.0625	0.0108
9	11.84	-2.84	8.0656	0.681
42	34.78	7.22	52.1284	1.5
10	10.36	0.36	0.1296	0.0125
6	8.51	-2.51	6.3	0.74
7	8.51	-1.51	2.28	0.268
7	7.52	-0.52	0.2704	0.036
20	22.09	-2.09	4.3681	0.1977
8	6.58	1.42	2.0164	0.3064
7	5.405	1.595	2.544	0.471
4	5.06	-1.06	1.1236	0.222
5	4.64	0.36	0.1296	0.0279
9	13.63	-4.63	21.4369	1.5727
5	4.06	0.94	0.8836	0.2176
6	3.60	2.40	5.76	1.60
5	3.335	1.665	2.772	0.831

Calculated Value $\chi^2 = 10.499$ Degrees of
freedom $d.f = (c - 1) (r - 1)$ Where $r =$ no
of rows

$C =$ no of columns

$$d.f = (5 - 1) (4 - 1) = 12$$

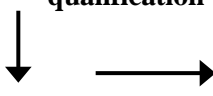
Level of significance at 5% = 25.188

The null hypothesis is accepted since the calculated value is less than the tabulated value.

INFERENCE

The respondents' ages and how much they like their jobs have no discernible correlation.

CHI SQUARE ANALYSIS-II

Educational qualification  Opinion about management	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL
HSC/SSLC	3	05	03	05	01	18
DIPLOMA / IIT	17	09	07	08	02	46
PROFESSIONALS	12	12	06	07	03	44
GRADUATE	17	09	09	10	02	52
POST GRADUATE	09	07	07	11	03	41
TOTAL	64	44	35	45	12	200

Null hypothesis H0:

There is no discernible difference between my perception of the management's support in any areas and my educational background.

Alternative Hypothesis H1:

There is no discernible difference between my perception of the management's support in any areas and my educational background.

ANALYSIS BY CHI-SQUARE

O	E	(O-E)	(O-E) ²	(O-E) ² /E
10	11	-1	1	0.09
08	07	-1	1	0.14
06	06	0	0	0
09	07	2	4	0.57
06	05	1	1	0.2
17	12	5	25	2.08
09	09	0	0	0
07	07	0	0	0
08	09	-1	1	0.11
05	06	-1	1	0.17
12	13	-1	1	0.08
12	09	3	9	1
06	07	-1	1	0.14
07	09	-2	4	0.44
08	06	2	4	0.67
17	15	2	4	0.27
09	10	-1	1	0.1
09	08	1	1	0.13
10	10	0	0	0
07	07	0	0	0
09	11	-2	4	0.36
07	08	-1	1	0.13
07	06	1	1	0.17
11	08	3	9	1.13
07	06	1	1	0.17
TOTAL				7.66

$$\chi^2 = \sum (O-E)^2/E = 7.66$$

$$\text{Degree of freedom} = (5-1)(5-1)$$

$$= 4*4 = 16$$

$$\text{Table value} = 26.296$$

Calculate value of $\chi^2 <$ table value of χ^2

RESULT:

The calculated value of χ^2 distribution is 7.66 which are $<$ table value. so, Null Hypothesis (HO) is accepted.

Therefore, there is no discernible difference between my perception of the management's support and assistance in all areas and my educational background.

CHAPTER VI

SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION

FINDINGS

- Males make up 57% of respondents.

26% of respondents who are graduates are employed more frequently in the organisation, as are 37% of respondents who are between the ages of 21 and 30.

- Unmarried employees make up 64% of the respondents, and they work greater hours for the company.
- Up to 1 year of experience is held by 56% of respondents.
- Of the responders, 53% had experience of at least one year.

About 37% of respondents joined Tiruvalluvar Textiles for career advancement.

- 47% of those surveyed agreed that they liked their jobs.
- 33% of respondents disagreed that their jobs were tough and fascinating.
- Of those surveyed, 77% claimed to have training and development programmes at all levels.
- 28% of those surveyed strongly agree that businesses should offer training and development

- 29% of those surveyed disagreed with the idea of looking for work elsewhere.

- 32% of respondents strongly believe that employers should support employees' professional development.
- 27% of those surveyed disapprove of the company's failure to provide decent lodging and meals.
- 34% of respondents strongly agree that the organisation provides good transport facilities.

32% of those surveyed indicated that they strongly disapprove with the way their boss treats them.

- Why 32% of respondents concur that my management supports and assists me in all areas (including work and personal ones).
- • 34% of respondents strongly agree that office workers cooperate with one another.
- • 26% of respondents concur that this company offers a good wage in exchange for the effort.
-
- • Regarding work overload at work, 28% of respondents strongly concur.
-
- • 25% of respondents are unconcerned about favouritism in promotion decisions.
-
- • Concerning comfortable working hours, 24% of respondents strongly concur.
-
- • 27% of those surveyed disagree with the company's leave policy.
-
- • 29% of the respondents firmly concur that they would quit the company to pursue personal or family objectives.
- 39% of those surveyed disagreed with leaving the company to pursue additional academic courses.
- 33% of respondents disapprove of how the company handled their complaint.

SUGGESTIONS

- If the corporation pays for its employees' higher education, both the company and the employees will profit.
- The majority of respondents expressed dissatisfaction with their supervisory relationships, thus management should take it into consideration.
- The employee's complaint should be resolved right away.
-
- Management should lead the meeting for the employees since it will foster a relationship between the two parties and give the workers a sense of pride in their work.
- The majority of them concur that they aim to leave the company if their jobs interfere with their family commitments and way of life. Therefore, the business should look after them.
- Promotion should offer fairly and impartially.
- The business may pay greater attention to meeting the expectations and needs of its employees.

The corporation may raise employee salaries in accordance with the economic climate of the nation. This enables the workers to meet their financial obligations to their families.

CONCLUSION

Employee churn is a major issue not just in India but around the world as well. Therefore, it is important that company treat people with respect. The attrition rate can be decreased by flexible working conditions, supervisor relationships, career growth and development, management assistance, and motivation.

The survey showed that the organisation has experienced employee attrition. It has been determined through the study that the employees operate in a secure and pleasant atmosphere at their organisation. The company's ability to grow depends on retaining its valuable personnel, who serve as the foundation of the business. In order to retain employees, the organisation must address the issue of not meeting their needs and expectations for their work and other relevant areas.

SOCIAL IMPLICATION OF THE RESEARCH

The company's assets are its employees. The performance of the workforce affects the productivity of the organisation. They are the primary driver of the company's growth in sales and customer happiness. The efficient and knowledgeable staff can only deliver a satisfied service and increase the company's profitability. The company's profitability encourages long-term operation of the enterprise. The long-term business can only give its shareholders a stable return.

LIMITATIONS OF THE STUDY

The workers offer information from their memories. The information provided by the sample employees might not be correct.

The information, which is gathered from the employees, is qualitative in nature.

The study's sample size was just 100 people.

When compared to the organization's total personnel strength, the sample size for this study was modest.

SCOPE FOR FUTURE RESEARCH

The analysis was limited to the company's employee attrition. The influence of employee retention and the reasons why employees leave the same organisation could be the subject of future research. Additionally, there are numerous businesses in the same sector. The comparative study could be carried out on the same subject. It will be beneficial to the business and sector.

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