

A Study on Employee Retention with Special Reference in Hospital Industry in Madurai District.

Date of Submission: 01-12-2022

Date of Acceptance: 10-12-2022

ABSTRACT:

The purpose of this study was to analyse the employee retention special reference in hospital industry in Madurai. Respondents of 267 data analysis were done through descriptive statistics, percentage analysis, mean, standard deviation, chi square test were analyzed. By using a structured questionnaire with five likert scales from strongly agree to strongly disagree. Measured independent and dependent variables. According to this study, the most determined factors of employee retention were reward and recognition, work life balance work load, promotion opportunities, supporting for higher education, career growth. The success of an any organization depends on greater involvement of employee in organization for longer period of time.

METHODS:

In this study results finding from the structured questionnaire. Number of respondents are 267.

RESEARCH INSTRUMENTS:

The questionnaire is developed with the 5point rating that also open-ended questions. Divided into 6 sections with a total of 34 questions. The data were collected over a one-month period. I used the simple random sampling method.

FINDINGS OF THE STUDY:

- Majority of the respondents 59.6% are female, 40.4% of the respondents are male.
- Majority of the respondents 36.3% are belongs to the age group of 26-

35 and 33% of the respondents are in the age group of 18-25.

- Majority of the respondents 41.9% are having a qualification of diploma and 37.5% are having a qualification under graduation.
- Majority of the respondents 68.5% are married, 31.5% of the respondents are unmarried.
- Majority of the respondents 46.1% are working in the department of nursing and 14.6% are working in technical department.
- Majority of the respondents 31.5% are having an experience of 2-5 years and the same 31.5%

of the respondents are having an experience of 6-10 years.

- Majority of 69.3% of the respondents were strongly agreed that they are satisfied with job security, 21% of the respondents were slightly agreed that they are satisfied with job security.
- Majority of 62.5% of the respondents strongly agreed that they are satisfied with management helps in career development, 27% of the respondents slightly agreed that they are satisfied with management helps in career development.
- Majority of 57.7% of the respondents strongly agreed that they are satisfied with management support for higher education, 22.1% of the respondents slightly agreed that they are satisfied with management support for higher education.
- Majority of 55.4% of the respondents strongly agreed that they are satisfied with reward and recognition, 18.7% of the respondents slightly agreed that they are satisfied with reward and recognition.
- Majority of 56.2% of the respondents strongly agreed that they are satisfied with promotion opportunities, 20.6% of the respondents slightly agreed that they are satisfied with promotion opportunities.
- Majority of 64.8% of the respondents strongly agreed that they are satisfied with an encouragement and professional respect received, 23.2% of the respondents slightly agreed that they are satisfied with an encouragement and professional respect received.
- Majority of 64.4% of the respondents strongly agreed that they are satisfied with consideration given to employee's suggestions and grievances, 22.5% of the respondents slightly agreed that they are satisfied with consideration given to employee's suggestions and grievances.
- Majority of 66.7% of the respondents strongly agreed that they are satisfied with work group experience, 25.8% of the respondents slightly

- agreed that they are satisfied with slightly agreed that they are satisfied with work group experience.
- Majority of 75.3% of the respondents strongly agreed that they are satisfied with workplace hygiene, lighting and ventilation facility maintenance, 18.4% of the respondents slightly agreed that they are satisfied with workplace hygiene, lighting and ventilation facility maintenance.
 - Majority of 68.5% of the respondents strongly agreed that they are satisfied with work time, 20.2% of the respondents slightly agreed that they are satisfied with work time.
 - Majority of 68.2% of the respondents strongly agreed that they are satisfied with open and friendly working atmosphere, 22.1% of the respondents slightly agreed that they are satisfied with open and friendly working atmosphere.
 - Majority of 62.2% of the respondents strongly agreed that they are satisfied with working schedule provides balance to meet work and personal needs. 31.1% of the respondents slightly agreed that they are satisfied with working schedule provides balance to meet work and personal needs.
 - Majority of 63.7% of the respondents strongly agreed that they are satisfied with workload, 25.1% of the respondents slightly agreed that they are satisfied with workload
 - Majority of 73.4% of the respondents strongly agreed that they are satisfied with leave facility offered by this organization, 20.2% of the respondents slightly agreed that they are satisfied with leave facility offered by this organization
 - Majority of 77.5% of the respondents strongly agreed that they are proud to work in this organization, 18.7% of the respondents slightly agreed that they are proud to work in this organization.
 - Majority of 72.3% of the respondents strongly agreed that they are satisfied with management come forward to support when they are facing critical situation, 21% of the respondents slightly agreed that they are satisfied with management come forward to support when they facing critical situation.
 - Majority of 74.5% of the respondents strongly agreed that they are satisfied with rules and regulations, 17.2% of the respondents slightly agreed that they are satisfied with rules and regulations.
 - Majority of that 73.4% if the respondents strongly agreed that they are satisfied with the overall job satisfaction, 17.2% if the respondents slightly agreed that they are satisfied with the overall job satisfaction.
 - Majority of 75.7% of the respondents strongly agreed that they are satisfied with creche facility, 19.1% of the respondents slightly agreed that they are satisfied with creche facility.
 - Majority of 76% of the respondents strongly agreed that they are satisfied with medical care facility, 19.1% of the respondents slightly agreed that they are satisfied with medical care facility
 - Majority of 72.7% of the respondents strongly agreed that they are satisfied with financial support, 18% of the respondents slightly agreed that they are satisfied with financial support.
 - Majority of 69.3% of the respondents strongly agreed that they are satisfied with marriage allowance, 16.9% of the respondents slightly agreed that they are satisfied with marriage allowance
 - Majority of 73.8% of the respondents strongly agreed that they are satisfied with free and low cost meal, 16.1% of the respondents slightly agreed that they are satisfied with free and low cost meal.
 - Majority of 73.8% of the respondents strongly agreed that they are satisfied with maternity benefits, 13.5% of the respondents slightly agreed that they are satisfied with maternity benefits.
 - Majority of 71.5% of the respondents strongly agreed that they are satisfied with uniform, 13.9% of the respondents slightly agreed that they are satisfied with their uniform.
 - Majority of 69.3% of the respondents strongly agreed that they are satisfied with holiday offered by this organization, 18% of the respondents slightly agreed that they are satisfied with holiday offered by this organization.
 - The study reveals the most determinant factors namely; reward and recognition (4.1835), work load (4.4644), promotion opportunities (4.2509), holidays facility(4.479), supporting for higher education(4.3071), career growth(4.4831) which assist in motivating employee to stay in organization. The success of organization depends on greater involvement of employee in organization for longer period of time.
 - In this chi square test analysis, the components of job security, overall job satisfaction, reward

and recognition, work life balance are not significant with the component of gender and marital status. Age group is not significant with job security, overall job satisfaction, work life balance. Employees work experience is not significant with the components of job security, reward and recognition.

- Age group with reward and recognition, experience with overall job satisfaction and work life balance are significant, they are dependent each other.

CONCLUSION:

A main concern of any organization is its capacity to attract, engage, and retain the right employee. Organization should provide with a number of strategies to increase employee retention such as: compensation practices, Job security, leadership and supervision, career planning and development, alternative work schedule, working conditions, flexible working hours, build a culture of engagement, Work life balance, Better labour welfare etc.

Retaining employees is an important challenge for any organization to maintain health culture, environment. The study reveals the most determinant factors namely; reward and recognition, work load, promotion opportunities, holidays facility, supporting for higher education, career growth which assist in motivating employee to stay in organization. The success of organization depends on greater involvement of employee in organization for longer period of time.

In this study analysis employees are more satisfied with their work, work time, work load, work environment, and their compensation. Their all work requirements are satisfied as well as their personal needs. In this organization, they use the above mentioned strategies to retain their employees.