

Voluntary Employees Turnover: A Critical analysis

Ajaya Kumar.C.H.,
Research Scholar, DoSR in Social Work, Kuvempu University.

Dr. Ravindra D Gadkar
Professor, DoSR in Social Work, Kuvempu University

ABSTRACT:

In modern days the success of most of the organisations depend more on human assets than on physical or financial assets, like building, equipments, manufacturing facilities, and technologies, all these can be readily purchased, but all these resources managed by Human resource so that Human resource plays a vital role in an organisation. Employee turnover has been a never-ending problem for most of the organization especially the developing countries like India. Employees Turnover be it voluntary or involuntary can be costly and disruptive to organization success. Voluntary employee's turnover affects negatively on organisations performance moreover losing a talented key employee would cost 3-4 times of his annual salary so that retaining key employees for longer period of time is very important. This study tries to analyze factors influencing on voluntary employees turnover, its impact on organisation and key strategies to Retain employees for longer period, for this purpose study uses secondary data from different books research journals, articles, important reports etc. According to study all Voluntary employees turnover is not because high salary or monetary benefits there are other factors like relationship with immediate supervisor or boss, working environment, flexibility, recognition etc, which mainly influences employee's decision on leaving organisation. Study suggest that to retain employees for longer period organisations need to concentrate on building trust, increasing employees loyalty towards organisation and improving job satisfaction, because a well satisfied and more committed employee uses to stay longer in an organisation and do his best to the development of the organisation.

KEY WORDS: Voluntary Employees Turnover, Retention, job satisfaction,

INTRODUCTION:

In modern days the success of most of the organisations depend more on human assets than on physical or financial assets, like building, equipments, manufacturing facilities, and technologies, all these can be readily purchased, but all these resources managed by Human resource so that Human resource plays a vital role in an organisation. (Luecke, 2002) Organizations success can be mainly attributed to the people's factor. Since human resource is central to an organization's performance, the more committed and motivated a person is, the

