

EMPLOYEE PARTICIPATION AND RETENTION IN VIEW OF WORKING ENVIRONMENT

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ABSTRACT

In defining a business, managers generally aim to reduce employer business, accordingly reducing the cost of preparation, expenses and loss of capacity and hierarchical information. By executing practices derived from major official conduct ideas, businesses can improve the degree of sustainability and reduce the respective expenses of higher business. Nevertheless, it is not usually a situation. Businesses can look for "positive businesses" under which they only mean those employers they consider to be better employers. In current natural cognitive e conduct societies, organizations that are more capable of climate and sustainability practices can pull and hold employers. Employers prefer to belong to organizations that are earthbound.

Key words: employee retention, working environment, rewards and recognition, SPSS tool and hypothesis testing

INTRODUCTION

A large part of assets or representatives leave or leave an organization due to dissatisfaction and constant contact with their heads or owners or other affiliates. The reasons may vary with cases - low compensation, absence of motivation, lack of growth prospects, which make an employer to pay special minds for business change. It is not just management and human resources managers, plus line managers, who guarantee that representatives are happy with their jobs and obligations and that employment is giving them another test and are relied upon to learn each day. The principles and guidelines change after female employees are involved. Stable with guided observation, the key purpose behind female employers leaving the organization is not just compensation or remuneration; Discontent, the absence of constant grinding or growth prospects with colleagues or owners, the absence of advancement in business and the absence of motivation by leading are considered an important part in influencing the choice of a representative to leave the organization. One of the basic motives behind settling down female employers or leaving in an organization. Maternity benefit is an important maintenance and route component for female representatives. Not that employers do not have large open doors, although on the closing chance that they feel frustrated with their current place of employment or business, they move into a low position. It is the duty of business to keep the best employer with him. Next, a decent business should know how to attract the largest and best employers. 6 Employers do not leave any organization with any huge details. There are several conditions affecting the delegate to leave the organization. The following are the most famous reasons why employers leave

their managers- The job is not what the employer expects it to be , Breakdown of jobs and duties , No development opened , Lack of appreciation , Lack of trust and support among aides, senior officials and officials, Compensation and New Employment Proposals. An organization must build a work culture that activates imagination and diversity and establishes a compelling enemy of the isolation strategy, suggesting adaptable work, where conceivable. To honor your representatives and feel happy with the work that they just do will not surprise your manager for marking techniques, likewise your employer's business rate will further improve.

OBJECTIVE OF THE STUDY

To study the working environment and other benefits provided to employee to retain in the company

REVIEW OF LITERATURE

Das B and Barua M (2013). In his article "Employee Retention: Literature Review" it confirmed that HR is complicated and now no longer smooth to apprehend. These are residences which can assist create or damage an employer. Retaining personnel will assist an employer ultimately and additionally beautify goodwill. But the toughest element earlier than an employer is to hold and fulfill its people. Factors which include reimbursement practices, management and supervision, profession making plans and bendy running hours improvement need to be looked after with the aid of using HR experts, change running hours, running situations, worker retention, from this newsletter it's been found that maximum groups or gadgets face issues with personnel. Retention.⁷ **Denton (2000)** simply said that personnel who're satisfied and glad with their paintings are extra dedicated to their paintings and constantly try to enhance the delight in their organizational clients.⁸ **Deshmukh N(2015)**. Their examine concluded "HR has the liberty of labor because of attracting demanding situations and techniques and preserving skills for brand new initiatives" which can result in a small variety of command and distinct styles of jobs in order to result in destiny increase, appearing properly for recruitment, control and increase. There is enough area to be had for improvement with the aid of using presenting right and well-timed overall performance and if the personnel have taken be aware of the control. So Greenfield, the web sites need to offer excessive-overall performance paintings practices on new web sites, HR demanding situations, legal guidelines, administrative problems at web sites, and HR techniques to hold and entice proficient personnel, regardless of these kinds of. We want to realize new initiatives that enhance employment possibilities, residing requirements and the economy. In the article, it is smooth to discover if keeping a skilled worker is clearly a tough undertaking for Greenfield initiatives.

Datta A and Banerjee S (2014). His studies venture "Employee Retention Study" (2014) stated that to hold a vital employee, the supervisor need to gather a

experience of task safety and delight in people' minds. Effective unique facilitates the employee become aware of with the employer and bring in openness and religion. Angry activists virtually do now no longer seem like dedicated to the consequences in massive numbers, even though joint manage can be a higher that offers possibilities for improvement, praises for the paintings accomplished, and a pleasant, cooperative surroundings wherein an worker feels linked to the employer in each manner. Retention plan is a low priced paintings lifestyle ultimately. It facilitates to increase a shape of loyalty and develops a massive quantity of financial personnel and is powerful that's pushed closer to higher productiveness for the corporation; in fashionable, human sources is likewise one of the maximum treasured property. Who assist the employer?

Goswami B and Jha S (2012). In his paintings "Friction Problems and Challenges in Employee Retention" (2012) labored out why the employer need to consciousness on why put on and tear signs and symptoms presently arise. Why human beings need to depart the employer to disregard it" ignoring the employer's finest wealth. Employees are required to get paintings accomplished, however personnel paintings extra than their everyday responsibilities. Organizations need to create a surroundings manner to growth worker productiveness and productiveness.

Guthrie, Jay (2001). The consequences of the examine imply a tremendous engagement among excessive participation paintings practices and worker retention and using organisation productiveness. Bi-verbal interactions had been indicated: Employee engagement turned into related to decrease productiveness while excessive engagement paintings practices had been excessive, and productiveness extended while those practices had been low.

VENTILATION FACILITIES

Ventilation moves outdoor air into a building or a room, and distributes the air within the building or room. The general purpose of ventilation in buildings is to provide healthy air for breathing by both diluting the pollutants originating in the building and removing the pollutants from it

VENTILATION FACILITIES

Table No: 1

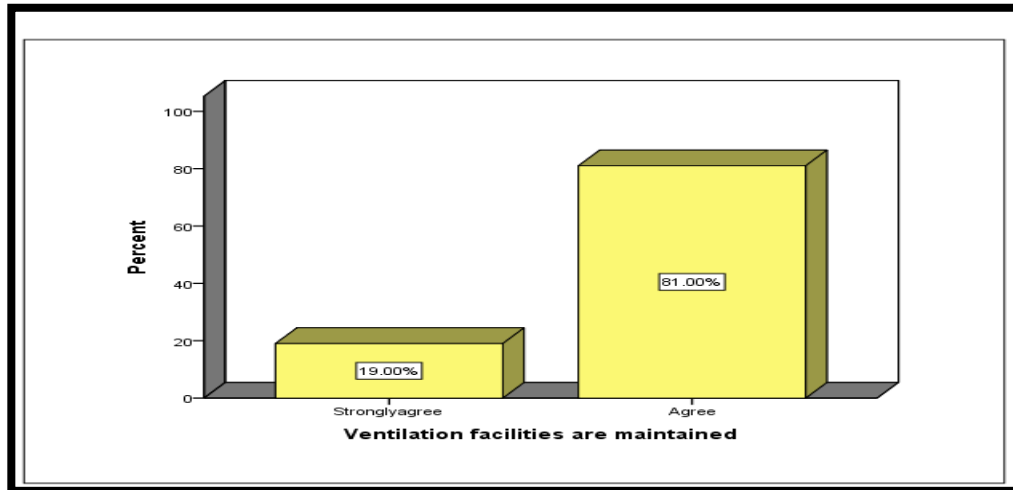
Comments	Frequency	Percent
Strongly agree	38	19.0
Agree	162	81.0
Disagree	Nil	Nil
Strongly disagree	Nil	Nil
Total	200	100.0

Source: Primary Data

INFERENCE:

From the above table it is inferred that 81 percent of the respondent agreed with the ventilation facilities are maintained in the company and 19 percent of the respondent stronglyagree and no employees are disagree with the ventilation facilities provided in the company. The majority of the respondents are Agree.

Chart No: 1



INCENTIVES

Performance-based incentives (PBI) include both monetary and non-monetary **incentives** to encourage health-related actions or achievement of **performance** targets. Supply-side PBIs are used to improve the quality and availability of services.

Table No: 2

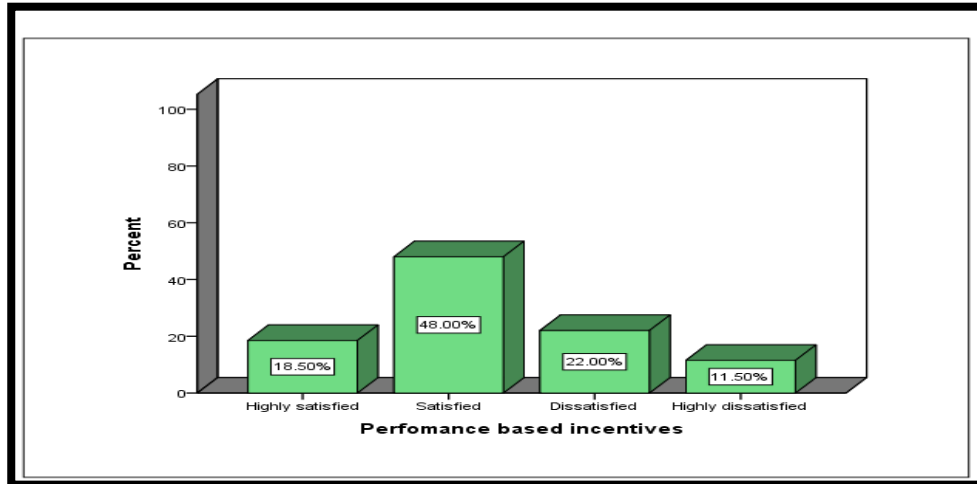
Comments	Frequency	Percent
Highly satisfied	37	18.5
Satisfied	96	48.0
Dissatisfied	44	22.0
Highly dissatisfied	23	11.5
Total	200	100.0

Source: Primary Data

INFERENCE:

From the above table it's inferred that, 48 percent of the respondents are satisfied, 22 percent of the respondents are Dissatisfied, 18.5 percent of the respondents are highly satisfied and 11.5 percent of the respondents are highly dissatisfied. The majority of the respondents are satisfied.

Chart No: 2



COMPENSATION PAID -DURING LAYOFF

During these tough economic times, plenty of employees worry about losing their jobs -- and their income -- in a layoff. It's a frightening prospect to be without a pay check, even for a shortperiod of time. But there are some forms of compensation that may be available to laid-off employees.

COMPENSATION PAID -DURING LAYOFF

Table No: 3

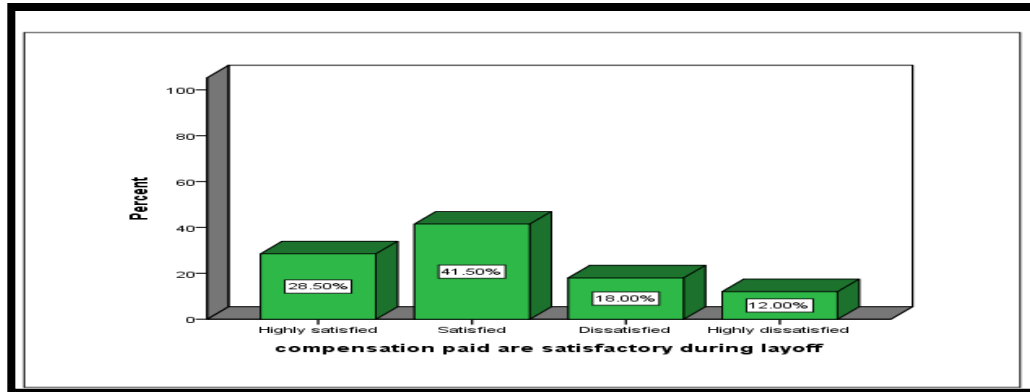
Comments	Frequency	Percent
Highly satisfied	57	28.5
Satisfied	83	41.5
Dissatisfied	36	18.0
Highly dissatisfied	24	12.0
Total	200	100.0

Source: Primary Data

INFERENCE:

From the above table it is inferred that 41.5 percent of the respondent are satisfied with the compensation paid during layoff, 28.5 percent of the respondents are highly satisfied, 18 percent of the respondents are dissatisfied and 12 percent of the respondent are highly dissatisfied, the majority of the respondents are satisfied.

Chart No: 3



OVERTIME SALARY

Salaried employees can receive overtime payment just like employees who work and are paid hourly. Simply putting an employee on salary will not negate any overtime payments for extrahours worked. Granted, tracking overtime with salaried employees can be a bit more challenging than with hourly workers. Salaried employees may be exempt from overtime if they make a certain amount or perform specific duties that are not recognized as eligible for overtime pay.

Table No: 4 OVERTIME SALARY

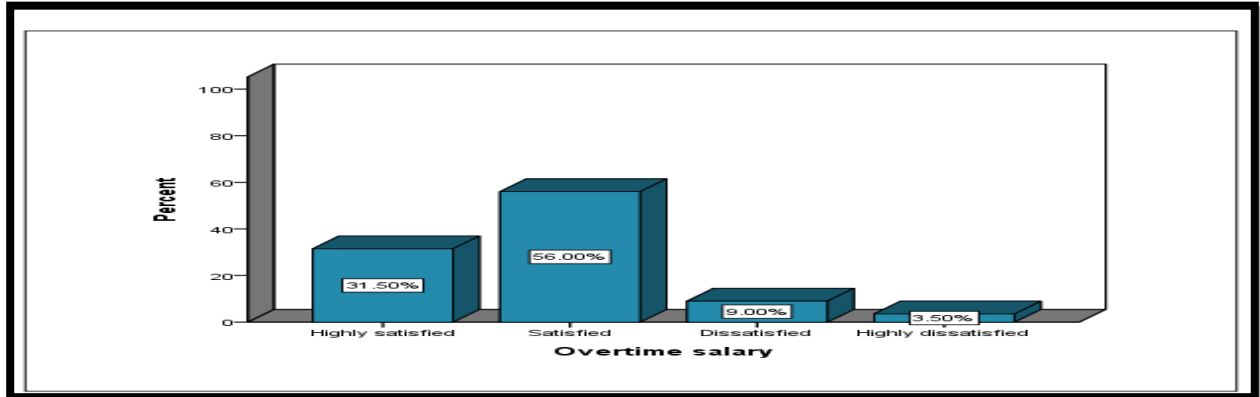
Comments	Frequency	Percent
Highly satisfied	63	31.5
Satisfied	112	56.0
Dissatisfied	18	9.0
Highly dissatisfied	7	3.5
Total	200	100.0

Source: Primary Data

INFERENCE:

From the above table it's inferred that, 56 percent of the respondents are satisfied, 31.5 percent of the respondents are highly satisfied, 9 percent of the respondents are dissatisfied and 3.5 percent of the respondents are Highly Dissatisfied. The majority of the respondents are satisfied.

Chart No: 4



SALARY STRUCTURE:

Salary structure is a very important information which determines the in hand pay, gross salary, net salary, allowances etc. All these variables are paid to the employee as a part of his/her compensation and benefits.

SALARY STRUCTURE

Table No: 5

Comments	Frequency	Percent
Highly satisfied	46	23.0
Satisfied	129	64.5
Dissatisfied	25	12.5
Highly dissatisfied	Nil	Nil
Total	200	100.0

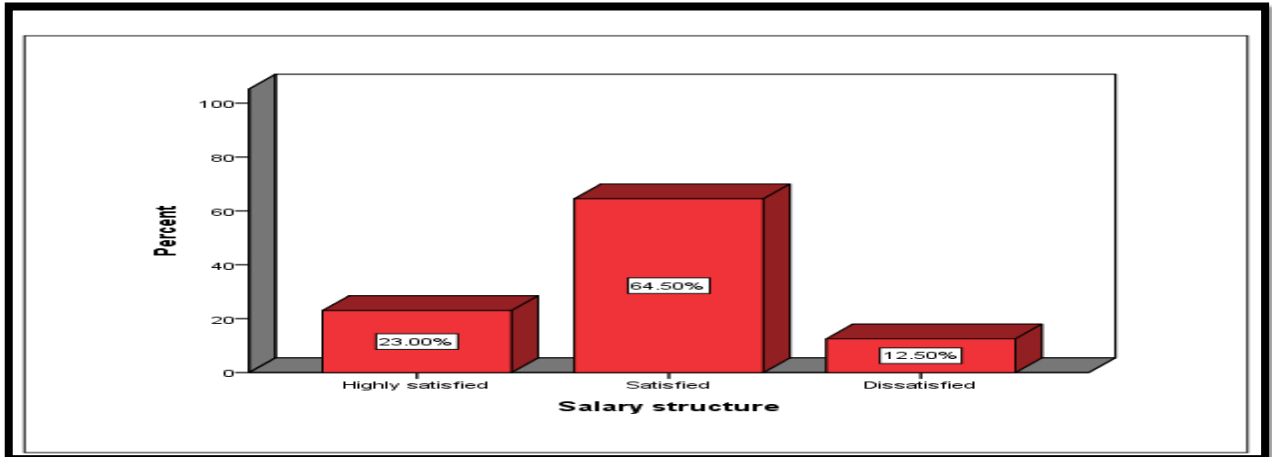
Source: Primary Data

INFERENCE:

From the above table it's inferred that, 64.5 percent of the respondents are satisfied, 23 percent are highly satisfied and 12.5 percent are dissatisfied. The majority of the respondents are satisfied.

SALARY STRUCTURE

Chart No: 5



YEARLY BONUS SCHEME:

Annual Bonus means the target **annual** cash **bonus** the Executive is eligible to earn (assuming one hundred percent (100%) fulfilment of all elements of the formula under which such **bonus** would have been calculated) for the **year** in which the Termination Date occurs.

YEARLY BONUS SCHEME:

Table No: 6

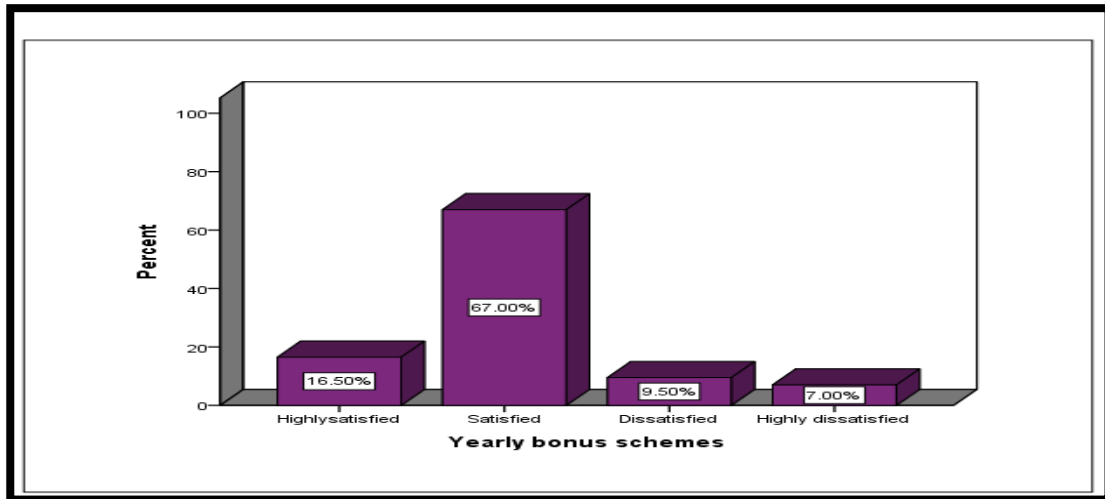
Comments	Frequency	Percent
Highly satisfied	33	16.5
Satisfied	134	67.0
Dissatisfied	19	9.5
Highly dissatisfied	14	7.0
Total	200	100.0

Source: Primary Data

INFERENCE:

From the above table it's inferred that, 67 percent of the respondents are satisfied, 16.5 percent are highly satisfied, 9.5 percent are dissatisfied and 7 percent are highly dissatisfied. The major of the respondents are Satisfied.

Chart No: 6



CONTROLLED EMISSION OF FUMES AND DUST

Dusts are solid particles ranging in size from below 1 μm up to around 100 μm , which may bear become airborne, depending on their origin, physical characteristics and ambient conditions.

CONTROLLED EMISSION OF FUMES AND DUST

Table No: 7

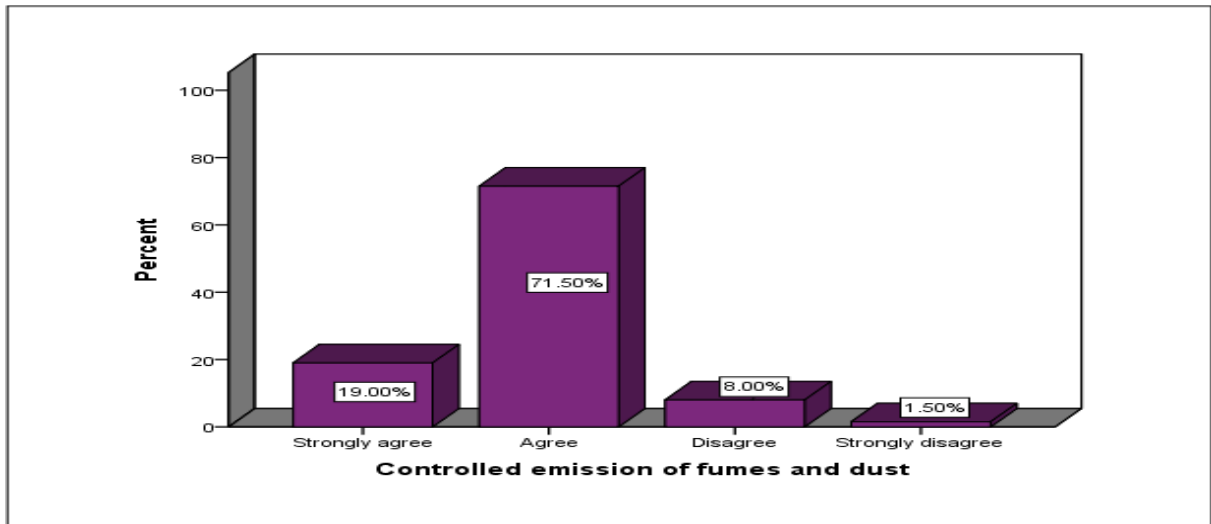
Comments	Frequency	Percent
Strongly agree	38	19.0
Agree	143	71.5
Disagree	16	8.0
Strongly disagree	3	1.5
Total	200	100.0

Source: Primary Data

INFERENCE:

From the above table it's inferred that, 71.5 percent of the respondents Agree, 19 percent of the respondents Strongly Agree, 8 percent of the respondents Disagree and 1.5 percent of the respondents strongly disagree. The majority of the respondents Agree.

Chart no: 7



WORKING ENVIRONMENT IS TRUSTWORTHY

Working environment is a broad term and means all your surroundings when working. Your physical working environment is, for example, your work tools as well as air, noise and light. But your working environment also includes the psychological aspects of how your work is organized and your wellbeing at work.

WORKING ENVIRONMENT IS TRUSTWORTHY

Table No: 8

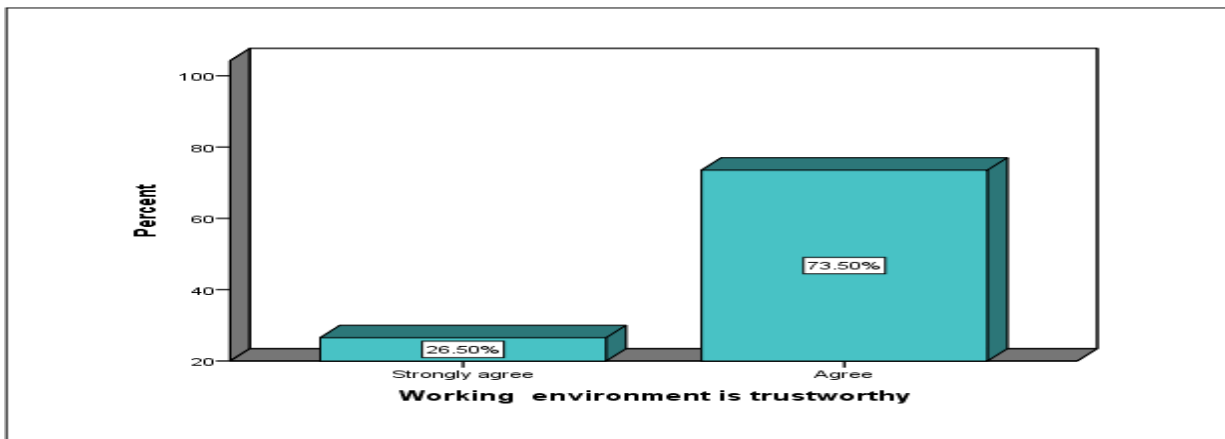
Comments	Frequency	Percent
Strongly agree	53	26.5
Agree	147	73.5
Disagree	0	0
Strongly disagree	0	0
Total	200	100.0

Source: Primary Data

INFERENCE:

From the above-mentioned table it's inferred that, 73.5 of the respondents are Agree, 26.5percent strongly agree. The majority of the respondents Agree about working environment is trustworthy.

Chart No: 8



Findings:

1. 81 percent of the respondent agreed with the ventilation facilities are maintained in the company
2. 67 percent of the respondents are satisfied with the incentives offered by the company
3. 70 percent of the respondent are satisfied with the compensation paid during layoff
4. 87 percent of the respondents are satisfied about overtime salary
5. 87 percent of the respondents are satisfied about salary structure of the organization
6. 87 percent of the respondents are satisfied about yearly bonus of the company
7. 91 percent of the respondents are agree about fumes and dusts are removed from the company
8. 100 percent of the respondents are agree about working environment are trustworthy.

Conclusions:

Early theories are too simplistic in their approach towards Retention. The Human Relations Movement posits that social contacts will motivate workers. The environment aspects of the employees are satisfied so mere knowledge about the theories of Retention will not help manage their subordinates. They need to have certain techniques that help them change the behaviour of employees.

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