

## QUESTIONNAIRE ON EMPLOYEE RETENTION STRATEGIES

Age:.....

Gender: a) Male      b) Female

- 1). Do you think that employee retention helps the development of organization?  
a) Never    b) Sometimes    c) Most of the times    d) All the times
2. Does your company pay more attention to incentives and perks offered to you?  
a) Yes      b) No
3. You are encouraged to participate in training to improve your skills and Competencies?  
a) Yes      b) No
4. Do you get the recognition that you deserve for your performance?  
a) Yes      b) No
5. What is your opinion regarding the work load?  
a) Very high    b) High    c) Average    d) Low    e) Very low
6. Would you like to plan your further career in this organization?  
a) Yes      b) No
7. Have you ever suggested/will you suggest your friends/relatives to join this organization?  
a) Yes      b) No
8. Do you think that the implementation of three R's (recognition, reward, respect) will increase employee retention?  
a) Never      b) sometimes      c) most of the times      d) all the time

**Indicate the extent to which each of the following statements you agree in your organization using the five point scale by marking a tick mark [✓]**

9. Does your management come forward to support when you are facing with critical situation  
a) Strongly Disagree    b) Disagree    c) Neutral    d) Agree    e) Strongly Agree

# Questionnaire On Employee Retention Studymode

**Patricia Pulliam Phillips**



## **Questionnaire On Employee Retention Studymode:**

*Human Resource Strategies in the Era of Artificial Intelligence* Yadav, Preksha, 2024-10-04 As artificial intelligence AI transforms human resources HR its integration brings both opportunities and ethical challenges AI can enhance recruitment performance evaluation and employee engagement However without careful oversight it risks perpetuating biases compromising privacy and reducing transparency It s crucial for HR professionals and organizations to adopt a responsible approach ensuring that AI aligns with values of fairness accountability and respect for individual rights *Human Resource Strategies in the Era of Artificial Intelligence* elucidates how AI technologies can be strategically integrated into HR functions to enhance organizational performance and employee well being This book offers essential ethical frameworks guidelines and best practices for integrating AI into HR Aimed at HR professionals researchers policymakers and technology developers it provides the insights needed to responsibly navigate AI s complexities in the workplace promoting ethical AI adoption and safeguarding the integrity of HR practices

## **Index to Theses with Abstracts Accepted for Higher Degrees by the Universities of Great Britain and Ireland and the Council for National Academic Awards ,2008**

**Role of HR Practices in Employee Retention** Nargis Qazi, Farah Munawar, 2014-09-05 Market trends are changing very rapidly and with this change organizations have realized the fact that keeping the quality and right number of work force could give them competitive advantage over their competitors The relation between HRM and retention of employees is the old one Past few years has been the most critical and tensed period for the telecommunication sector in Pakistan regarding the retention of employees The study of role of H R practices in employee retention was based on a survey of employees of a telecommunication sector i e PTCL and the employees of PTCL call centre and others were surveyed as well This research has also been conducted to study the technique of the employee retention i e job sculpting The result depicts the positive relation between the HR variables and employee retention and reveals that if employer designs jobs for their employees especially for the experienced ones by keeping employee s interest expertise skills in mind then employee works with more interest and try to gives his her 100% in their job

*The of effectiveness of employee retention policies in Sainsbury and Tesco* Alex Cole, 2013-04-09 Bachelor Thesis from the year 2012 in the subject Business economics Business Management Corporate Governance grade A The University of Liverpool language English abstract This particular research has been conducted in order to compare the employee retention practices of Tesco and Sainsbury in United Kingdom This particular research has been conducted through triangulation methodology Qualitative and quantitative data tools have been employed for comparing the employee retention practices of both competitors Primary data has been collected through a survey which is conducted through a close end questionnaire A sample of 100 employees has been selected through convenience sampling technique The survey generated a response rate of 93% The findings of the research suggest that Tesco has been more effective in its employee retention practices as compared to Sainsbury Tesco adopts long lasting and

effective tools for employee retention whereas Sainsbury looks for short term gains The research found that in Tesco management role high salaries extra benefits and good working environment has been created for influencing employees to stay with the organization for a long time On the other hand Sainsbury lacks some important practices such as management role extra benefits job authority job empowerment and communication across departments which make it ineffective in its employee retention practices In order to retain key employees for a long time period it is important for Sainsbury to provide extra benefits and management support to the employees This research has been limited to the Tesco and Sainsbury in United Kingdom Future researchers can expand the scope of this research by taking a large sample from different stores They can generalize the results by taking large sample from different organizations Retaining Your Best Employees (In Action Case Study Series) Patricia Pulliam Phillips,2023-05-26 Keeping and retaining your best high performing employees is tough But here s a resource that helps you take the best retention strategies from other organizations and apply them to your own situation Explore what others are doing about managing retention and learn about retention s impact on the individual employee who has chosen to leave or has been forced to leave an organization This book includes 10 case studies on important topics such as using recognition to manage retention reinvigorating a mature company and using an internal degree program to reduce turnover

**Factors Influencing Employee Retention** Shahtaj Yousuf,2019 The purpose of this study is to explain the factors that help in retaining employees in IT and banking industry These factors include performance appraisals training and development and workplace environment It is important to learn how different organizations use these variables as tools to keep their employees satisfied and preserved In order to carry out this research a count of 120 questionnaires were distributed among the respective officials in various IT companies and banks SPSS software was used to analyse the received data to find the relationship between employee retention and these three factors The study explains that some variables such as performance appraisal training and development and work environment largely affect the rate of employee retention Results showed that performance appraisal has a significantly more impact on the retention rate of the employees working in IT sector whereas in banking sector training and development has more influence on retention rate And through conducting a survey from employees working in these sectors it is verified that banking and IT industries are also focusing on employee retention management The academic implication of this research is that academicians should introduce the separate course of employee retention or retention management for the students of HR major as this area is gaining attention of not only researchers but also of corporate world practitioners And the practical implication of this research includes the importance of employee retention in the local and global competitive market The practitioners must understand the worth of retention factors so that they can compete nationally and globally by effectively implementing them in retention strategies They must work out for their employees as employees are the organization s prior customers and satisfied employees can satisfy the organization s customers *Employee Retention Study North Dakota. Human Resource*

Management Services,2010 The Sixty first Legislative Assembly of North Dakota passed Senate Bill 2061 Specifically the Bill directed Human Resource Management Services HRMS to conduct a study to evaluate steps the State could take to recruit and retain state employees as they near retirement As part of the study HRMS was directed to a Select four state agencies with employees who occupy positions in the classified service to determine what actual and perceived barriers exist for retention and to determine what steps the State could take to increase retention of state employees who are retiring or nearing retirement b Survey agency heads and employees of the selected state agencies to determine perceived and actual barriers to retaining state employees c Consider steps the State could take to retain employees in the employing agency and steps the State could take to retain employees in state government employment in a different agency d Consider steps other public employers have taken to retain their workforce as members of their workforce near retirement The objective of the study was to determine and report to the legislative council specific recommendations of legislative and non legislative actions the State could take to address the issue of state employee workforce retention Introduction Study of Information Technology Employee Retention Rick Beebe,2001 The Factors Impacting Employee Retention Mohammad Dawood Al-Shalarchi,2022 Objectives One of the biggest challenges organizations face is employee retention and turnover This study aims to analyze the main factors that affect employee retention at private sector organizations in the Kurdistan Region of Iraq KRI This paper also discusses the importance of retention and what employees are influenced and motivated by to stay in the given organizations and what should be provided to retain the employees These may include both intrinsic and extrinsic factors Methods The collection of primary data from questionnaires distributed among a sample size of 101 employees from private organizations as well as secondary data from journals and publications was carried out The data was collected with the use of purposive sampling and stratified sampling method and analyzed through SPSS Findings The study showed that there were a number of main factors that play a role in employee turnover and that a number of elements heavily impact turnover rates within the region Factors such as employee employer relationship compensation and job security are examples that may influence retention levels Conclusion The results showed that several factors play a role in employee turnover and that a number of elements heavily impact turnover rates within the region The study also showed the importance of retention and how organizations can benefit from retaining their employees Theoretical Implications The study will pave the way for other researchers to carry out further studies regarding job retention and the importance it has on organizations Although several researches have been carried out amongst organizations within the private sector job retention is a fairly rare concern especially in the KRI Practical Implications Managers and private organizations in the region may use this dissertation as a guideline to further comprehend the influence and consequences of job retention and job turnover respectively By studying this dissertation private organizations can potentially widen and broaden their strengths and increase employee loyalty as well as eliminate any obstacles that may disturb their employees and influence

their decisions to stay or leave

**Impact of Training on Employee Satisfaction and Employee Retention** Sandra Salam Sader, 2014 This study is an attempt to reveal the impact of training on employee retention and employee satisfaction The research paper discusses the results of a survey conducted on 60 employees in telecommunication industry Questionnaires have been distributed Data gathered discuss the outcomes of trainings in terms of employee satisfaction recognition empowerment competencies compensation and retention The results showed the majority of respondents displaying affirmative reaction towards training Therefore findings demonstrate the significant impact of training on these subjects SPSS has been used in this study with highlights on reliability analysis descriptive statistics and multiple regression models

**A Study of Restructuring and Employee Retention** Mary Fleming, Mercy College (Dobbs Ferry, N.Y.), 1999

Investigation of the Effects of Employee Engagement and Affective Commitment on Retention Basel Al-Jabari, 2017 In today's business climate attracting and retaining the best employees are two major challenges to organizational managers Two factors important for increasing employee retention are affective commitment AC and employee engagement EE This study investigated the effects of AC and EE the study independent variables on employee retention the study dependent variable using self report methodology in a cross sectional sample of 244 employees from the education hospitality media services and technology industries Demographic characteristics of the study sample were tested as moderators of the AC retention and EE retention relationships Self report data were obtained from an online survey that measured demographic characteristics i.e gender age ethnicity level of education pay type years at current organization and years of overall work experience AC i.e employee emotional commitment to his or her organization EE i.e employee engagement within his or her organization in terms of OCB job satisfaction and self efficacy and employee retention i.e the intention to remain employed within the organization for up to 5 years up to 10 years and through retirement Results of this study provide strong empirical support that AC and EE are significant positive predictors of employee retention measured as employee intention to remain employed within the organization up to 5 years up to 10 years and through retirement The effects of demographic characteristics tested as moderators of the AC retention and EE retention relationships also provide empirical support that an employee's years of employment at his organization moderates the positive effect of AC and EE on retention through retirement such that employees with 15 years of employment at their organization report higher AC and EE Additionally the results provide empirical support that an employee's level of education moderates the positive effect of EE on retention through retirement as evidenced by higher EE scores in participants with more education Recommendations are made to increase retention by increasing AC and EE For example recommendations are made to increase AC by promoting organizational citizenship in the organization optimizing HR practices aimed at job characteristics e.g flexible work schedule compensation and optimizing supervisor support and leadership style Recommendations are also made to increase EE by talent management e.g HR policies and procedures that address employee performance such as training mentoring and

leadership style *A STUDY ON EMPLOYEE RETENTION PRACTICES IN THE 'IT' SECTOR* Dr. Ch. Munendar Reddy, A  
*Study of Employee Retention Issues in the Hospitality Industry* Robert J. Fox, 2012 The purpose of this study is to investigate employee retention problems in the hospitality division of a corporate operation and to relate those findings to nationally published industry reports The corporate operation used for this study will be a Native American Casino located in the Midwest A survey will be conducted of the labor force in the hospitality departments of the casino The literature review consists of articles written by industry professionals who discuss employee retention issues across the country Retaining qualified employees in a labor intensive demanding and fast paced work environment is a major struggle in the hospitality industry With the growth of tourism nationwide and the development of hotels resorts restaurants spas and casinos there is a limited supply of staff that are well trained and experienced in the day to day operations leaving a limited pool of qualified employees to hire

**The Impact of Training and Development, Job Satisfaction and Job Performance on Young Employee Retention** Cuong Nguyen, 2021 This study aims to identify and evaluate the relationship between training and development employee performance and job satisfaction that affects the retention of young employees The study was carried out in respondents who have known the retention of young employees factors in the organization in Vietnam or university students in economics The authors used quantitative method which employing Multiple Linear Regression to investigate the hypotheses The researcher gathered data from 351 people using a detailed questionnaire The findings revealed that there is a positive relationship between training and development and young employee retention  $r = 0.599$  p Employee Retention and Development Daniel E. Wald, 2020 Retaining a skilled workforce can often times be a challenge for any organization While several factors play key roles in retention it is important that an organization understand the factors that contribute to their own retention issues Each company organization or industry faces challenges internally and externally that determine how well they can retain their employees The first step as with most issues is to determine the causes for voluntary employee separation Employees leave organizations for varying reasons Some may leave for better pay and benefits advancement opportunities or a poor organizational culture This study examined the factors that were leading to high employee turnover at Company XYZ Company XYZ is a pseudonym for a Midwestern company referenced in this study Although the company had experienced a stable workforce prior to the 2008 Great Recession they began experiencing high turnover from 2016 through March 2020 The study conducted in March 2020 included a literature review of retention factors an employee survey and analysis and recommendations was presented to management and ownership for their consideration The Study of Employee Retention Correlated with Corporate Culture and Individual Values in Property Management Industry PING-TING. YU, 2017-01-26 This dissertation The Study of Employee Retention Correlated With Corporate Culture and Individual Values in Property Management Industry by Ping ting Yu was obtained from The University of Hong Kong Pokfulam Hong Kong and is being sold pursuant to Creative Commons Attribution 3.0 Hong Kong License The content of this

dissertation has not been altered in any way We have altered the formatting in order to facilitate the ease of printing and reading of the dissertation All rights not granted by the above license are retained by the author Abstract The current study is to find out the relationship between Corporate Culture and Individual s Values towards Employee Retention and their Perceived Retention in Property Management Industry The research design applied both qualitative and quantitative method The variation in Employee Retention and Perceived Retention were explained by the independent match variable in small to medium sized company and large sized company However no significant relationship was found Recommendations and implications were drawn for further enhancement Subjects Employee retention Real estate management Employee Retention and Commitment Study at John de la Howe School Zebulon D. Young,2017 The main focus of this report is to give a holistic view on various practices that the John de la Howe School should adopt to keep the level of employee retention and commitment high in the work environment It will provide useful information gathered from agency employees about their employment experiences as it relates to retention and commitment This study will also serve as a guide to other agencies regarding their employee retention should they choose to use it **A Study on Employee Retention in a Construction Company** Siew Yee Chew,2012 **Minimizing Employee Turnover by Focusing on the New Hire Process** Anthony T. Russo,2000-10 This dissertation summarizes research that focused on the new hire process for a targeted population within the Computer Telephony Industry The primary objective of this research was to determine how to build and maintain an effective employee employer partnership that helped ensure employee loyalty The research design was taken from the theoretical framework of Vroom s Work Motivation model adapted using Dunnette s work with relevant job features along with Scott s theories on Jablin s model of organization wide communications The study examined survey responses for importance and expectation realization ratings of 15 job features given by 150 newly hired individuals at their new hire orientation and then at the individual s eight month anniversary In addition focus group sessions were conducted and statistical analyses were performed The study found that overall employees had stronger feelings about certain job feature importance than job feature expectation certainty The results showed that employees who remained with the company exhibited a change in importance and initial expectation set This flexibility was demonstrated in the trade offs that employees made between attributes of intrinsic value The Chi Square results on intent to leave showed that the level of overall satisfaction is significantly related to intentions of leaving Review of the exit interview data reveals that the job feature of being a Good Boss was the deciding factor in the individual s decision to leave the business Overall respondents who voluntarily resigned or who remained with the organization based their final decision on how effective the supervisor subordinate communications and organizational citizenship capabilities of the boss were perceived The findings support Jablin and Scott s research investigating organizational communication relationships while expanding Dunnette s definitions of critical job features In conclusion the findings also validated that Vroom s expectancy theory can be used when predicting

behaviors in situations where choices are made such as whether to expect an employee to remain or leave an organization

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