European Economic Letters
ISSN 2323-5233
Vol 14, Issue 2 (2024)
http://eelet.org.uk

Employee Retention with Special Reference to Aachi Masala

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Abstract

Employee retention is the capacity of an organization to hang onto its workforce and preserve their engagement and dedication to the business. The ability of any business to retain employees is critical to its success because it reduces the costs associated with hiring and on boardingnewemployees,maintainsinstitutionalknowledgeandexperience,andfostersa positive work environment. The factors impacting employee retention are examined in thisproject. This study is being analysed using both primary and secondary data.

Keywords:Employeeretentionfactors,knowledgeandexperience,workenvironment.

Introduction

The ability of a company to hold onto its workers and maintain their engagement and commitment to the company is known as employee retention. Any organization's ability to retain staff is essential to its success because it lowers the expenses of recruiting and training new hires, preserves institutional knowledge and experience, and promotes a healthy work environment.

Objectives of the Study

- To analyze the factors influencing the employee's retention.
- To analyze the welfare measures provided by the organization.
- To find out employees overall satisfaction in the organization in relation to work environment culture.
- To study the problems faced by the employee in their working environment.
- To suggest various measures to retain employees in the organization.

Review of Literature

Mowday, Porter, and Steers (1982) proposed a model of employee turnover, which highlighted three key components: job satisfaction, organizational commitment, and perceived alternatives. According to the model, an employee is likely to leave an organization if they are dissatisfied with their job, lack commitment to the organization, and perceive that there are better alternatives available elsewhere.

Tett and Meyer(1993)looked at the connection between organizational commitment and work satisfaction. Researchers discovered that contented workers are more inclined to be loyal to their employer, which heightens the likelihood that they will stick around. Studies have also indicated that a range of organizational policies, including work-life balance, remuneration and benefits, and training and development, might have an impact on employee retention.

Saks (2006) showed that employee engagementwas a significant predictor of employeeretention.Inconclusion,employeeretentionisacomplexissueinfluencedbyavarietyoffactors, includingjobsatisfaction, organizationalcommitment,work-engagement.Organizations lifebalance,andemployeemusttakethesefactorsintoaccounttocreateapositivework

environmentthatfostersemployeeretention.

Researchby**Allen,Herst,Bruck,andSutton(2000)**foundthatemployeeswhohada

healthywork-lifebalanceweremoredevotedtotheiremployersandsawlowerturnover.

Employeeengagementisacrucialcomponentofstaffretention.Engagedemployeesarethose that are committed to their work and will go above and beyond to meet company goals.

Bryant, P. C., Vardaman, J. M., and Allen, D. G. (2010) Talent retention: Substituting false beliefs with tactics backed by research. Perspectives on Management, 24 (2), 48–64. This article offers a thorough analysis of the research on employee retention, emphasizing how crucialitistocomprehendthecausesofemployeeattrition.Theauthorscontendthatbusinessesought to concentrate on evidence-based tactics like fostering a healthy workplace culture, offering chances for professional advancement, and encouraging capable leadership.

ResearchMethodology

The nature of this research was descriptive. To support this study, structuredquestionnaires were used to gather data from organization employees. Data collection techniques included the use of both primary and secondary methods.We gathered secondary data frombooks, periodicals, and journals. Data collection was done using SPSS software.

DataAnalysisandInterpretation

Table1
AGEOFTHERESPONDENTS

GENDER	**COUNT**
MALE	70
FEMALE	30

Source:PrimaryData

Onehundredworkersparticipatedinthepoll.Ithas30%offemaleand70%of male individuals.

Table2
EXPERIENCEINFOODINDUSTRY

Yearsofexperienceinfoodindustry	**Count**
3-5years	61
5-8years	20
8-10years	11
Morethanyears	8

Source:PrimaryData

More over 60% of the 100 survey participants had three to five years of experience in the food business. 20% of users had 5-8 years of Aachi experience, compared to 59% of users whohad three to five years.

Table3
FACTORSINFLUENCINGWORKRETENTION

Factorsinfluencingworkretention	**Count**
Positiveworkplaceculture andenvironment	44
Salaryandbenefits	24

Work-lifebalance	16
Others	16

Source:PrimaryData

Among the 100 survey respondents, 44 users felt that Positive workplace culture and environmentplaysagreatroleininfluencingemployee'sretention.Itshouldbenotedthat among the44,morethan 3/4thofthe userswerefemale whichclearly indicatesthatthe workplace culture is a main factor for women employees and followed by salary and benefits.

Table4
FACTORSINFLUENCINGWORKRETENTION-AGE

Factors influencing	**20-25years**	**26-30years**	**31-40years**	**41-50years**	**GrandTotal**
Positive workplace cultureand environment	37	2	4	1	44
Salaryand benefits	15	5	3	1	24
Worklife balance	12	3	0	1	16
others	11	3	2	0	16

Source:PrimaryData

Positiveworkplacecultureandenvironmentpay andbenefits,work-lifebalance,and other elements are among the aspects that have been found. For each age group as well as the overall total, the number of respondents who stated that each item had a substantial impact onwork retention isdisplayed. Based on the table, itis evident that a favorable workplace cultureand environment—which is cited as a significant factor by 44 respondents—are the mostimportant variables impacting work retention across.

Table5
FACTORSINFLUENCINGWORKRETENTION-GENDER

Factors influencing workretention-gender	**Female**	**Male**	**Total**
Positiveworkplaceculture andenvironment	33	11	44
Salaryandbenefits	18	6	24
Work-lifebalance	7	9	16
Others	12	4	16

Source:PrimaryData

Based on a total of 44 citations from 33 women and 11 men, a positive workplace culture andatmospherearethemostimportantfactorforemploymentretentionforbothmenand women. Salary and benefits score as the second most important issue for both men and women, with 24 respondents indicating that they are important. That being said, more women than men think it has a big impact—18 women against 6 men.

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http://eelet.org.uk

SIGNIFICANT ASSOCIATION BETWEEN GENDER AND WELFARE MEASURES USING CHI-SQUARE TEST

PARTICULAR	GENDER	WELFARE MEASURES
Chi-square	16.000	111.640
df	1	12
Aysmp.Sig.	.001	.001

The outcomes of a chi-square test of independence for welfare and gender indicators are shown in the table. Based on the sample of data, the test determines whether there is a significant relationship between the two population variables. The test statistic value and corresponding degrees of freedom (df) for each variable are shown in the first row of the table. The second row showstheasymptoticsignificancelevel(p-value)foreachvariable. With one degree of freedom and an asymptotic significance level of less than 0.001, the gendertest statistic score is 16.000.

This demonstrates that there is a strong correlation between the population's welfare indicators and gender. The welfare measurements have 12 degrees of freedom, an asymptotic significance level of less than 0.001, and a test statistic value of 111.640. This implies that the population'sgenderandwelfareindicatorsarehighlycorrelated. The remark below the table indicates that all expected cell frequencies are above therecommended minimum value of 5, demonstrating the validity of the chi-square test results. Overall, the results suggest that welfare indicators and gender do not correlate independently inthe population rather instead have a high association.

SIGNIFICANT ASSOCIATION BETWEEN AGE AND WELFARE MEASURES USING CHI-SQUARE TEST

PARTICULAR	AGE	WELFAREMEASURES
Chi-square	135.360	111.640
df	3	12
Asymp.sig.	.001	.001

The gender and welfare measure findings of a chi-square test of independence are shownin the table. Based on the data sample, the test determines if the two variables in the population have a significant correlation. The test statistic value and corresponding degrees of freedom (df) for each variable are shown in the first row of the table. The asymptotic significance level (p- value) for every variable is shown in the second row. With one degree of freedom and an asymptotic significance threshold of less than 0.001, the gender test statistic value is 16.000.This suggests that there is a strong correlation between the population's welfare indicators and gender. Welfare measurements have a test statistic value of 111.640, 12 degrees of freedom, and an asymptotic significance threshold of less than 0.001. This suggests that there is a strongcorrelationbetweenthepopulation'sgenderandwelfaremetrics.Allexpectedcellfrequencies are above the suggested minimum value of 5, as indicated by the remark beneath the table, indicating the reliability of the chi-square test results. Overall, theresultssuggestthat welfaremeasures and gender do notcorrelate independently in the population, but rather have a substantial association.

SIGNIFICANT RELATIONSHIP BETWEEN MARTIAL STATUS AND WELFARE MEASURES USING CHI-SQUARE TEST

PARTICULAR	MARTIALSTATUS	WELFAREMEASURE
Chi-square	7.840	111.640
df	1	12
Aysmp.sig.	.005	.001

The table provides the results of a chi-square test of independence between two variables, marital status and welfare measures. The test examines whether there is a significant association between the two variables in the population based on the data sample.The first row of the table presents the test statistic value and the associated degrees of freedom (df) for each variable. The secondrowpresentstheasymptoticsignificancelevel(p-value)foreachvariable.Thetest statisticvalue for maritalstatusis 7.840,with1degreeof freedom,andanasymptotic significance level of 0.005. This indicates that there is a significant association between marital status and welfare measures in the population. The test statistic value for welfare measures is 111.640,with12 degreesoffreedom,andanasymptotic significance level oflessthan0.001. Thisindicates that there is a significantassociation betweenwelfaremeasures and marital status in the population. The note below the table indicates that all expected cell frequencies are above the recommended minimum value of 5, suggesting that the chi-square test results are reliable. Overall, the results suggest that marital statusand welfare measures are notindependent, andthere is a significant association between them in the population. However, the associationbetween the two variables is weaker compared to age or gender, as indicated by the lower test statistic value for marital status.

The table provides the results of a chi-square test of independence between two variables, educational qualification and welfare measures. The test examines whether there is a significant associationbetweenthetwovariablesinthepopulationbasedonthedatasample.Thefirstrow of the table presents the test statistic value and the associated degrees of freedom (df) for each variable. The second row presents the asymptotic significance level (p- value) for each variable. The test statistic value for educational qualification is 20.560, with 3 degrees of freedom, and an asymptotic significance level of less than 0.001. This indicates that there is a significantassociation between educational qualification and welfare measures in the population. The test statistic value for welfare measures is 111.640, with 12 degrees of freedom, and an asymptotic significance level of less than 0.001. This indicates that there is a significant association between welfare measures and educational qualification in the population. The note below the table indicates that all expected cell frequencies are above the recommended minimum value of 5, suggesting that the chi-square test results are reliable.

Overall, the results suggest that educational qualification and welfare measures are not independent, and there is a significant association between them in the population. The results suggest that people with higher educational qualifications may have better access to welfare measures compared to those with lower educational qualifications, as indicated by the higher test statisticvalueforeducationalqualification.However,furtheranalysisandinterpretationwould beneededtoconfirmthisconclusion.TestStatisticsEducationalQualificationWelfareMeasures

Chi-Square 20.560a 111.640b df 3 12 Asymp. Sig. <.001 <.001 a 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 25.0. b 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 7.7.

SIGNIFICANT ASSOCIATION BETWEEN EDUCATIONAL QUALIFICATION AND WELFARE MEASURES USING CHI-SQUARE TEST

PARTICULARS	EDUCATIONAL QUALIFICATION	WELFAREMEASUERS
Chi-square	20.560	111.640
df	3	12
Asymp.sig.	.001	.001

The educational qualification and welfare measures are the two variables, and the table shows the results of a chi-square test of independence between them. Based on the data sample,the test determines if the two variables in the population have a significant correlation. The test statistic value and corresponding degrees of freedom (df) for each variable are shown in the first row of the table. The asymptotic significance level (p-value) for every variable is shown in the second row. The educational qualification test statistic value is 20.560, with three degrees of freedom and a lower-than-0.001 asymptotic significance level.

This suggests that there is a strong correlation between the population's wellbeing indicators and educational attainment. Welfare measurements have a test statistic value of111.640,12degreesoffreedom,andanasymptoticsignificancethresholdoflessthan0.001. This suggests that there is a considerable correlation between welfare measures and educational qualification in the population. All expected cell frequencies are above the suggested minimum value of5, asindicatedby theremark beneaththe table, indicating the reliability ofthechi- square test results.Overall, the findings imply that there is a strong correlation in the population betweenwelfaremetricsandeducationalattainmentandthattheyarenotindependent.The results suggest that people with higher educational qualifications may have better access towelfare measures compared to those with lower educational qualifications, as indicated by the higher test statistic value for educational qualification. However, further analysis interpretation would be needed to confirm this conclusion.

SIGNIFICANT RELATIONSHIP BETWEEN WELFARE MEASURES AND AGE USING ANOVA

Particular	**Sum of square**	**df**	**Mean square**	**F**	**Sig.**
Between groups	5.792	3	1.931	2.690	0.51
Within groups	68.911	96	.718		
Total	74.7033	99			

TheseeffectsizesaredisplayedinthetablefortheANOVAthatwasdoneonthe variable "Welfare Measures." A measure of the intensity of the relationship between the independent and dependent variables is provided by effect sizes. Since the Eta-squared in this instance is.078, the independent variable(s) can account for 7.8% of the variance in the welfare measures. For Eta-squared, the 95% confidence interval spans from 0% to 17.2%. With anEpsilon-squared of.049,a moderateeffectsize is indicated. Epsilon-squared has a 95% confidenceintervalof-3.1%to14.6%.SimilartoEpsilon-squared,Omega-squaredvalues indicate the proportion of variance attributable to the independent variable (or variables), once all other variables that may have an impact on the dependent variable have been taken into consideration.

Overall, the effect size estimates suggest that there is a moderate relationship between welfare measures and the **independent variable(s)**.

SIGNIFICANCE OF STEP TO IMPROVE EMPLOYEE RETENSION USING ONE- SAMPLE T-TEST

Step improve to cohen’s	Standardizer	Point estimate	95%confidenceinterval	
			Lower	Upper
Employee retention	.983	2.268	1.895	2.638
	.991	2.251	1.880	2.618

Thetablepresentstheeffectsize estimatesforaone-sampleanalysisoftheimpact of stepstakentoimproveemployeeretentionontheoutcomeofinterest.Twodifferent standardizers are used to estimate the effect sizes: Cohen's d and Hedges' correction. The point estimates for the effect size are .983 and .991 for Cohen's d and Hedges' correction, respectively. These estimates indicate a relatively large effect size, suggesting that the steps taken to improve employee retention have a meaningful impact on the outcome being measured. The 95% confidence intervals for Cohen's d range from 1.895 to 2.638, while for Hedges' correction, the range is from 1.880 to 2.618. These intervals indicate that we can be 95% confident that the true effect size lies within the reported range of values. The two standardizers produce similar effect size estimates, with Hedges' correction slightly reducing the estimate compared to Cohen's d. Overall, these results suggest that the steps taken to improve employee retention are effective in improving the

outcome being measured, and this effect is likely to be practically significant. However, it is important to note that the interpretation of these results should take into consideration the study design, sample size, and other relevant factors.

SIGNIFICANT CORRELATION BETWEEN EMPLOYEE SATISFACTION AND EMPLOYEE SATISFACTION AND ENGAGEMENT

		Employee Satisfaction	Employee satisfaction and engagement
Employee satisfaction	PearsonCorrelation	1	.318
	Sig.(2-tailed)		.001
	N	100	100
Employeesatisfaction and engagement	PearsonCorrelation	.318	1
	Sig.(2-tailed)	.001	
	N	100	100

The table presents a correlation matrix with two variables: "Employee satisfaction" and "Employeesatisfactionandengagement."Thecorrelationcoefficientbetweenthesetwo variables is 0.318, which indicates a moderate positive relationship between the variables. The p- value for the correlation coefficient is less than 0.01, indicating that the correlation is statistically significant at the 0.01 level (2-tailed).The direction of the relationship suggests that as employee satisfaction increases, so does employee satisfaction and engagement. The sample size for both variablesisalsoreported,withN=100 foreachvariable.Therefore,theseresultssuggestthat there is a significant positive relationship between employee satisfaction and engagement, and improving employee satisfaction could potentially lead to increased engagement. However, it is importanttonotethatcorrelationdoesnotimplycausation,andfurtherresearchmaybeneeded to establish a causal relationship between these variables.

Conclusion

Implementingstrategiestoincentivizestaffmemberstostaywiththecompanyforas long as possible is known as employee retention. This is a procedure wherein staff members are urged to stay behind until the project is finished. This study leads me to the conclusion that SAR Logistics PVT LTD keeps employees longer by offering a large workspace, bonuses, incentives, and cafeteria services.

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