EMPLOYEE ATTRITION

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Abstract : This study has been undertaken to find the basic problem of employee attrition, attrition rate for the current, year, how much percentage of attrition is increasing per month ,to ascertain the various reasons responsible for the attrition of staff, to bring out the strategies, to retain manpower in the store, to attract more number of new employee and find ways to sustain them in the company.

INTRODUCTION

Attrition is defined as a reduction in the number of employee through retirement (voluntary/involuntary), resignation, or death. It is also called as total turnover or wastage rate. Attrition or more commonly called as Employee Turnover has now become a buzz word alarming in almost all the organization. Very often both these terms are used interchangeable. Both attrition and rising employee turnover result in major organizational and financial break-down. In order to create a successful company, organizations should devise many strategies as possible as when it comes to retaining employees, while at the same time securing their trust and loyalty so that they have a less desire to leave the job.

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The basic reasons on why attrition arises :

- Internal networking of employees must be encouraged to create team spirit across the organization. Lack of this kind of approach leads to attrition.

- Performance goals must be defined clearly with updated job description. Resourceful employees must be encouraged to create an atmosphere of collaborating and cooperation.

- Manager must try to manage relations with their subordinates at personal level to get the organizations should take advantage of this trait and help them for overall development of their professional as well as personal development.

- How rewards and awarded? The reward policy must be transparent and this should be announced across the organization to avoid misunderstanding and miscommunication.

- Employees are bound to discuss their salaries with their colleagues. If there is any inequality among them, then there is an issue for HR.

- Goals are not realistic to explore the talent of the individuals and to clout their competencies for the benefit of the business. This is another potential problem HR has to face from the employee.

How to calculate attrition rate:
Closing employee balance of
last month =x Closing employee
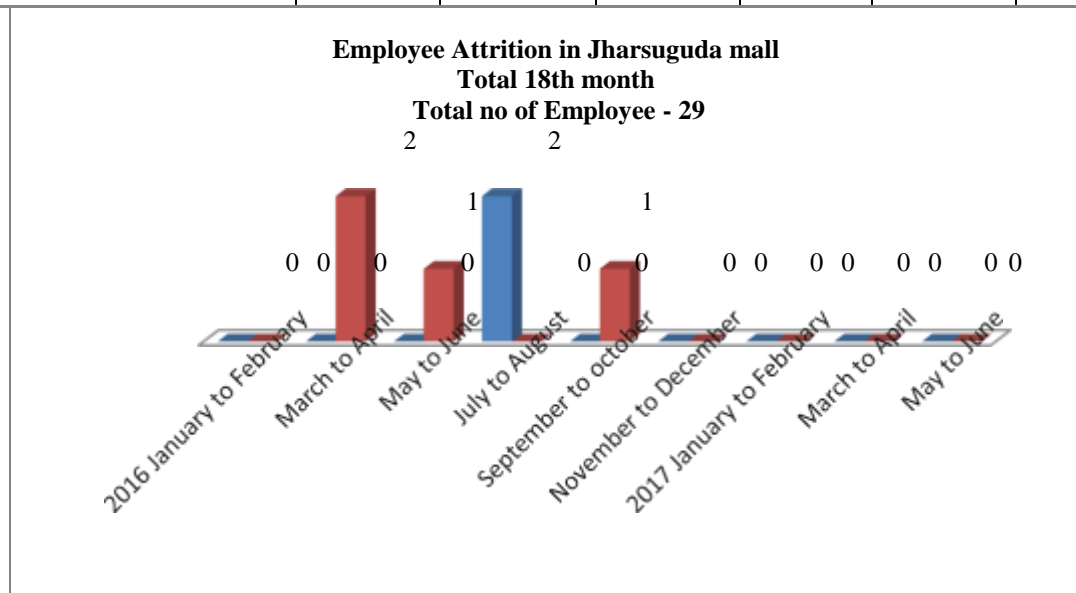balance of current month =y X +
y = average head count.
Average head count divided by resigned employees of current month X 100 = attrition rate conclusion.

How to manage attrition
  ☐   Compensation and management**:** Compensation and management must be managed based on the KSAs (Knowledge, Skills, Attitude and experience) of the employee.
  ☐   Create opportunities for employee**:** The Company has to create growth opportunities for employee to enhance their learning experience and earning abilities.
  ☐   Review recruiting practices**:** Selection and Recruitment process must be reviewed time to time.
  ☐   Technology Opportunities**:** Leveraging technology to manage the organization and enhancing the technical expertise of the employees will help organization grow without much problem of attrition.
  ☐   Career path for employee**:** Employees career path must be declared during the recruitment process and should be explained to the recruited persons.
  ☐   Feel value in organization: Non-financial rewards, a pat on the back in time and celebrating small achievement with great fan-fare will help employees feel valued in the organization.
  ☐   Contact with senior management**:** Senior management should address employees periodically and should make them feel like a family.
  ☐   Feel part of the company mission**:** The Company's mission must be reiterated from time to reinforce the learning and experience of the people.
  ☐   Attendance**:** Policies with regard to attendance must be creative and flexible and eye catching also.

Total Employee data on Jharsuguda store: (January 2016 to June 2017)

YEAR- 2016	January	February	March	April	May	June
Total no of Employee	15	15	15	16	14	16
Attrition	Nill	Nill	Nill	2	**Nill**	1
Newly joined	NILL	Nill	1	nill	2	Nill
Head count	15	15	16	14	16	15
Attrition%	0%	0%	0%	14.28%	0%	6.6%
YEAR- 2016	July	August	September	October	November	December
Total no of employee	15	15	18	18	20	20
Attrition	2	Nill	Nill	1	Nill	Nill
Newly joined	2	3	Nill	3	Nill	1
Head count	15	18	18	20	20	21
Attrition%	13.33%	0%	0%	5%	0%	0%
YEAR- 2017	January	February	March	April	May	June
Total no of employee	21	22	22	23	24	24
Attrition	Nill	Nill	Nill	Nill	Nill	nill
Newly joined	1	Nill	1	1	Nill	1
Head count	22	22	23	24	24	25
Attrition%	0%	0%	0%	0%	0%	0%

Employee Attrition in Jharsuguda mall
Total 18th month
Total no of Employee - 29

In the above graph, The total 18th month Employee attrition in Jharsuguda store, it is observed that the 1st six month attrition rate is 3.The 2nd six month attrition rate is 3. And The last 6th month attrition rate is 0.

Findings

1.　　Although salary is important, but it is not the most important reasons for employee attrition in the Pantaloons.

2.　　From The total 18th month (January 2016-June 2017) attrition analysis at Pantaloons, I found that the 2nd six month (July 2016 to December 2016) attrition rate is very high.

3.　　I found that the total Male and Female attrition %, the Male attrition % is very high 74% and Female attrition is low 26 %.

4.　　From the total higher level, middle level and lower level employee attrition at Pantaloons, I found that the Lower level attrition % is high 55%, Middle level attrition% is 39% and the higher level attrition is very low 6%.

5.　　My research, I found that the total Personal issues of employee attrition at Pantaloons are higher 80% and Organization issues 20%.

6.　　My research I found that 68% of the employees after leaving pantaloons, they have joined different organization, while 32% of employees previously working in pantaloons have joined other similar retail.

7.　　I found that the total 18th month (January 2016-June 2017) attrition analysis at Pantaloons the highest % of Employees attrition is Patia store 37% and lowest % of attrition is Jharsuguda store 11%

CONCLUSION

From my detailed analysis, the attrition rate was determined to be (12.26%) respectively. From my analysis I have determined the current average attrition rate to be 13% per month. The major reasons responsible for attrition were see salary, Health issues, Marriage, Better opportunity elsewhere in the market place, Integrity issue, and work pressure in various departments. Some of the primary data collected through exit interview filled up form of individual units 'revealed information such as termination due to integrity issues, in disciplinary attitude of staffs, harassment issues.

Attrition have both good as well as bad effect according to employees when a prospective employees leave the organization than it has negative effective and when a non-prospective employees leave the organization than it has positive effect so it is good under limitation but when it became more than it has only bad effect.

ARTICLES :

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