



## Reasons For Contract Employee Attrition In Government Owned Company In Mysore.

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### ARTICLE INFO

### ABSTRACT

The concept of attrition has gained more popularity after LPG. In this paper the concept of attrition is discussed. once you start studying about the attrition it becomes essential to know about the reason for change of job. In most of the government organization employee join the organization on contract basis. The job security and safety is completely absent .so the contact employee also likes to change the job. many employees have many reason to change the job. What are the predominant reasons for change of job is discussed. For understanding that KSDL (Karnataka soap and detergents Limited) is studied. It is an empirical paper both primary and secondary data are used in the paper. Hundred convenient samples contract employees are studied in the paper. The statistical tool used in paper is SPSS Software. Reliability test , mean and standard deviation are used to analyze the data. The ten reasons for change of job is identified. After the analyses the results indicate that major reason for change of job are Able to get better salary and benefits elsewhere , Better Job Opportunities elsewhere ,My Job Expectation is not matched.

**keywords:** Attrition, Employees Expectation, Contact , Job security and safety.

Employee attrition, often referred to simply as turnover, is a critical phenomenon that affects organizations across industries worldwide. It refers to the voluntary or involuntary departure of employees from an organization, and its implications extend far beyond the departure of individual employees. High turnover rates can have significant repercussions on organizational performance, employee morale, and overall workplace dynamics.

Understanding the factors contributing to attrition and implementing effective retention strategies are essential for organizational success. In recent years, attrition has garnered increasing attention from researchers, HR professionals, and organizational leaders as they seek to mitigate its negative impacts and foster a stable and engaged workforce.

The employee when he changes the job, He is taking the skills, experience from the company. It becomes a major loss for the company until the company gets new employee and train them till they become productive. Most of the time when the employee join the government organization /company they like to have job security. when the employee are hired on contract basis they are not able to have that job safety and security in the job. which is always a barrier for employee to perform in the job. some contract are renewed and same are not renewed. When they are at the verge of ending of contract or in between the employee look out the new job opportunities. For understanding the reason the Karnataka soap and detergents Limited has been chosen for the paper.

A brief information regarding KSDL (Karnataka soap and detergents Limited).

The government sandalwood oil factory was established by the Maharaja of Mysuru his highness Nalwadi Krishna Raja Wodeyar and Diwan Sir M. Vishveshwaraiah, during the year 1916 at Mysuru, to extract sandalwood oil from sandalwood. The Maharaja of Mysuru was keen to propel Mysuru state on the global map, by introducing "the world's best natural sandalwood oil" and make it as a "fragrance ambassador of India". The first experiment for extraction of sandalwood oil from sandalwood was successfully conducted at Indian Institute of Science, Bengaluru. The high quality sandalwood oil with British pharmacopeia was introduced to the world by the government soap factory, Mysuru

## **Literature Review.**

Md Sumon Gazi et al. (2024), In this paper has discussed about the attrition. using the technology how accurately attrition can predicted. It is an empirical paper. Jupyter Notebook, an interactive platform for Python users. It was found that Forest algorithm had the highest accuracy.

M. Saqib Nawaz et al. (2024), In this paper, the association of attrition is discussed with absenteeism . what are the parameters which influence attrition . If they are having long absenteeism it will lead to attrition.

Balamurugan et al.(2016), has done the survey on employee retention strategies in leading IT companies at Trichy by taking 150 samples from IT company. Descriptive study is adopted in the studies to discuss about the topic. The results shows that three retention variables which influences most for retaining employees are Career advancement and opportunities, Superior support, Work environment.

Bidisha Lahkar Das et.al (2013), author opines that factors like compensation practices, leadership and supervision, career planning and development, alternative work schedule, working conditions, flexible working hours etc. Play a major role in retaining the employee in the organization for long time.

Swathi.S (2014), the author has discussed about the connection between employee engagement and attrition. It is a paper based on secondary data. If the employee are not given proper attention, respect ,opportunity and appreciation in the job. The employee engagement level deceases. so the employee start to look out for new job. which leads to low productivity and attrition. so the employee need to be given proper attention, respect ,opportunity and appreciation to reduce the attrition level.

Nora L. Eisner (2018). the author in this paper has taken 1675 children for study he has done the longitudinal studies for seven year. He found out the reason for drop out is aggression

Kavitha Haldorai et.al (2019), the author in this paper has taken 308 hotel employee in Kuala Lumpur region to understand the push and pull . After the analysis it is found that Work load, low career progression, interpersonal tension, emotional labor, work-life interface impact turnover have positive impact on the work. Social status Emotional labor, interpersonal tension, personal life interfering with work and work load leads to turnover and attrition.

Rabiyathul Basariya et.al (2019), It is an empirical paper the author has taken 100 sample to test the major reason for attrition in the organization. Attrition is always has a negative impact to the organization. the major reason for attrition are working condition, salary, welfare, relationship with co – workers, career growth, personal/family reason, QWL so if focused on this area attrition can be redused.

Andrew B. Speer et.al (2019). The author has discussed about the attrition model in this paper. He has given operational definition. Retirement turnover/ attrition Employees who leave company and who were either (a) automatically classified as retirements according to company definitions based on age and/or other standards. Voluntary turnover/ attrition Employees who voluntarily choose to resign from company for non-retirement reasons and not categorized as unavoidable turnover. Involuntary turnover/ attrition Employees who leave company because employer chose to discharge employee from company, and departure does not constitute as occurring due to retirement reasons and not categorized as unavoidable turnover. Unavoidable turnover/ attrition Employees who voluntarily leave for reasons outside of their direct control (e.g., death, military activation) or involuntarily leave for reasons not directly related to performance (e.g., restructures).

### **PROBLEM STATEMENT**

Every employee need job safety and security in the job they are doing. when we talk about the government job . All employee want to join and serve in government job. so they join on contract basis after which they have a huge confusion over it. so lacuna found in understanding the reason for change of job.

### **OBJECTIVE OF THE STUDY**

- To understand the concept of attrition.
- To identify the reason for change of job.
- To give some suggestions.

### **RESEARCH METHODS**

The need of the study was to identify reason for change of job, quantify the connection between variables. Both qualitative and quantitative method was used in the paper.

### **RESEARCH DESIGN**

The research design used in the paper is descriptive, using the survey method. Descriptive research accurately and systematically describes the characteristics or behaviour of an observed phenomenon or a particular population.

### **SAMPLE DESIGN**

Non-parametric, convenient sampling was used for the paper.

### SOURCE OF DATA

Data was collected from both primary and secondary sources. Primary data was collected through structured questionnaire was given to employees of Karnataka soap and detergents Limited .Mysuru branch. The secondary data was extracted from different journals, publishers and websites.

### SAMPLING UNIT

Karnataka soap and detergents Limited in Mysore was the sampling units used in this paper.

### SAMPLE SIZE

One Hundred employees of Mysore paints and varnish limited in Mysore were chosen from all the levels of department.

### STATISTICAL TOOLS ADOPTED

The mean and standard deviation are used.

**Table-1**

Reliability Statistics	
Cronbach's Alpha	N of Items
.738	10

sourced from :primary data

**Table-2**

Descriptive Statistics			
	N	Mean	Std. Deviation
Able to get better salary and benefits elsewhere.	100	2.57	1.888
Having issues with co-worker.	100	1.87	1.548
Working in shifts becomes problematic.	100	1.57	1.278
Better Job Opportunities elsewhere.	100	2.30	1.803
Problems with manager and higher authority.	100	2.07	1.701
Health issues become major constrain.	100	1.93	1.639
My Job Expectation is not matched.	100	2.30	1.784
Difficult to balance family pressure.	100	2.03	1.650
Difficult to adjust with local Cultural.	100	2.13	1.717
Existence of inadequate career prospects.	100	2.03	1.564
Valid N (listwise)			

sourced from :primary data

From the above **Table 2**, it can be seen that there are 10 reasons for change of job for which the mean and standard deviation was tabulated. The most important reason for change of job will have highest mean. Accordingly, the prominent statements specifying the reasons for change of job were:

- Able to get better salary and benefits elsewhere. 2.57
- Better Job Opportunities elsewhere. 2.30
- My Job Expectation is not matched. 2.30

Employees are in the age group of thirty plus years .employees have extremely youthful experts. They pay special attention to the various necessities. It turns out to be a lot of fundamental for them. employees begin to pay special attention to better financial prizes. They are all set any were to bring in cash.

Employees generally accompany various sorts of assumption understanding about the job. All Employees need development whenever they are not given open door they begin to search for another occupation to satisfy their need. contract employee in government job have only limited opportunity for any growth. so when they find new opportunity they look out for job.

Every employee come with some or other expectation in the job. when we talk about the contract employees working in government job have an expectation of being taken them as permanent employee. when the expectation is not a reality that is where employee start to think about new job.

### **Conclusion**

The contract employee also have the same amount of roles and responsibility in the job that they do when compared to permanent employees. But many times they are not provided with the proper respect, support, opportunity, training and development, facilities , no promotion, no salary revise. which directly or indirectly leads to look out for new opportunity in the market. If the employee been given the proper opportunity then they can have great amount of support and productivity from the contract employees. They have the experience ,knowledge and skills for the job. they are part of the organization so we can say that providing them opportunity will be always a positive approach.

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