

Employee Attrition In Government Owned Company In Mysore.

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ABSTRACT

Attrition is a situation where employee leave the organization. Attrition happens in all types of industries. when employee leave the organization it is not a physical emptiness in the job. But employee who left organization will have some skills ,knowledge and ability to perform the given job. He also know how to handle the co employees, pressure in the job, reached the target with in the given time. How to utilize the given resources in the. Once the employee the organization it become very difficult form the organization to replace the another employee to that position. The new employee needs time, training , motivation, support and adopting to new organization. That is the reason were most of the organization find difficulty to handle the attrition. For understanding that MYMUL organization 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 ,working in shifts become problem.

keywords: Attrition, causes , effects , Time zone, expectation.

Attrition is a situation were it becomes a condition were organizations is for unpredictable or uncontrollable for employees leaving the organization. most of the time unplanned attrition effects the working condition of the organization. They are even number of reason for attrition which happens let us understand it one by one

Work Disappointment: This could be because of different factors, for example, insufficient remuneration, absence of vocation amazing learning experiences, unfortunate balance between fun and serious activities, or inadequate administration.

Market Elements: Changes in the business, financial slumps, or changes in buyer inclinations can prompt scaling down or cutbacks, adding to weakening.

Authoritative Culture: Poisonous workplaces, absence of worker commitment, or incapable initiative can drive representatives to look for amazing open doors somewhere else.

Individual Reasons: Representatives might leave because of individual reasons, for example, family commitments, medical problems, or movement. etc

Effect

Cost: Wearing down can be exorbitant for associations because of costs connected with enrollment, preparing, and loss of efficiency during the change time frame.

Spirit and Efficiency: High weakening rates can adversely influence worker resolve and efficiency, prompting diminished execution and expanded pressure among outstanding representatives.

Continuous turnover can discolor an association's standing, making it less appealing to possible representatives and clients.

Administration: Maintenance Techniques: Associations can carry out different maintenance systems, for example, cutthroat pay bundles, potential open doors for professional success, adaptable work plans, and encouraging a positive work culture.

Post employment surveys: Directing post employment surveys can give important experiences into the explanations behind whittling down, assisting associations with recognizing regions for development and execute essential changes.

Progression Arranging: Fostering a hearty progression plan guarantees that key positions are filled instantly, lessening the effect of wearing down on business tasks.

By understanding the causes and results of weakening, associations can foster successful systems to oversee and moderate its belongings, eventually cultivating a more steady and useful labor force.

To understand the reason for attrition MYMUL is taken for the study. Information regarding MYMUL is given below.

Under the World Bank aided Karnataka Dairy Development Projects, the activities on Dairy Development were taken up in the year 1975. The Mysore District Co-operative Milk Producers Societies Union Ltd was registered on 23.11.1976, having the jurisdiction extended to the entire Mysore District and Five Taluks of Mandya District. The Union undertook the work of organization of Milk Co-operatives in 'AMUL Pattern' with the main objective of socio-economic reformation of the farmers in the rural areas through Dairying as main subsidiary occupation.

Later the Union was bifurcated into Mysore and Mandya District Co-Operative Milk Producers Societies Union Ltd from 01.04.1987. Consequent to the bifurcation of Mysore District into Mysore and Chamarajanagara Districts, this Union is renamed as Mysore-chamarajanagara District Coop Milk Producers Societies Union Ltd. Later from April 2015 Bifurcation of Mysore-chamarajanagara district milk union as Mysore milk union and chamarajanagara milk union. The new Mega dairy plant is installed with capacity 6 LLPD expandable to 8 LLPD at Alanahally Mysore.

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 Government 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

Employee always like to have better job security and opportunity for which they sacrifice many things for to get government job. They join the government organization on contract basis thinking that future they can become permanent employee but they is gap between expectation and reality.

OBJECTIVE OF THE STUDY

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

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.

Descriptive method was used in the paper. The research design used in the research is descriptive, using the questionnaire method. Descriptive research accurately and systematically describes the characteristics or behavior of an observed phenomenon or a particular population. Survey research gathers data about people's behavior, attitudes, feelings, and beliefs, through the use of interviews and questionnaires. The survey design, using a standardized questionnaire, is considered the most appropriate research design to collect data about people and their perceptions, attitudes, and behaviors in a systematic manner, supporting the quantitative method.

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 the MYMUL Mysuru branch. The secondary data was extracted from different journals, publishers and websites.

SAMPLING UNIT

MYMUL in Mysore was the sampling units used in this paper.

SAMPLE SIZE

One Hundred employees of MYMUL 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	No of Items
.875	10

sourced from :primary data

Table-2

Descriptive Statistics			
	N	Mean	Std. Deviation
Able to get better salary and benefits elsewhere	100	2.54	1.407
Having issues with co-worker.	100	1.92	1.218
Working in shifts becomes problematic.	100	2.19	1.429
Better Job Opportunities elsewhere.	100	2.46	1.514
Problems with manager and higher authority.	100	1.58	.696
Health issues become major constrain.	100	1.65	.926

My Job Expectation is not matched.	100	1.69	1.001
Difficult to balance family pressure.	100	1.88	1.132
Difficult to adjust with local Cultural.	100	1.88	1.199
Existence of inadequate career prospects	100	2.00	1.188
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. 2.54
- Better Job Opportunities elsewhere. 2.46
- Working in shifts becomes problematic. 2.19

Money makes employee to take any risk in life. that is the reason employee join most of the government organization on temporary and contract basis. the employee work very sincerely and honestly for many years but when they find that there is no chance or very less chance to become permanent employee they try to find out another job opportunities.

Employee always like to have Growth and Development in the work. But in reality when you are a temporary and contract employee can have very less opportunity for Growth and Development. It takes years to move forward in career life. that is the reason why employee look out for new job.

MYMUL is organization which produces most of the dairy products. Every house hold requires milk early morning for which employee needs to work on different timing zone to cater the consumer need. Most of the lorry Drivers, Distributors, whole sales and retailers face difficulties in working hours. After certain age like 30 to 45 years employee need more secure job. which make them to leave the organization.

Conclusion

In every organization employee come and go. It is the normal routine. But in government organization employee who are permanent stay for a long time. Temporary and contractual employees are like not insiders to organization or out sider to the organization. they always suffer problem of insecurity and uncertainty in the job. when recruitment take place in the organization the temporary and contractual employee must be given first opportunity for job. Due to their experience in the organization helps them to understand the job and organization easily and perform better in the job.

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