A STUDY ON FACTORS AFFECTING ATTRITION RATE AND ITS IMPACT ON ORGANIZATION PERFORMANCE

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ABSTRACT

This study aims to explore the factors influencing attrition rates and their impact on organizational performance. The research will use a mixed-methods approach, including surveys and interviews with employees and managers in various industries. The study's findings will help organizations understand the causes of high attrition rates and develop strategies to improve employee retention, productivity, and overall performance. The research also aims to contribute to the existing literature on human resource management and organizational behaviour. Ultimately, the study hopes to provide insights that can help organizations achieve their goals by retaining and engaging their employees.

INTRODUCTION

Attrition rate, which is the rate at which employees leave an organization, is a critical issue that affects the overall performance of an organization. The factors that lead to attrition can be both internal and external and can have a significant impact on an organization's productivity, revenue, and growth. Thus, it is essential to understand the factors that contribute to attrition and their impact on organizational performance to implement effective retention strategies. This study aims to explore the factors that affect attrition rates and their impact on organizational performance.

REVIEW OF LITERATURE

A study of factors influencing attrition rate in hotels of Pune,its impact on the organisation and measures undertaken by the hotels to curb the attrition rate Milind A. Peshave 2013 – The study revealed that hotel sector in Pune has been developing for a while. The hospitality industry sets itself apart from other industries because of the strong rivalry in the market and the best efforts every company makes to provide "Service par Excellence" to their customers in order to enhance their market share. The hotel industry, which is a subset of the service sector, is distinguished by the intangible nature of its product, or "service." Because there is a human element involved in both the production and consumption of services, unlike the tangible items created by other businesses, the quality of "Service" cannot be standardized through machines

Factors Associated with Attrition and Performance throughout Surgical Training: A Systematic Review and Meta-Analysis Carla Hope John-Joe Reilly Gareth Griffiths Jon Lund David Humes 2020 Background It's difficult to deal with attrition in surgical training. Attrition rates can reach as high as 20–26% in the USA. Uncertainty surrounds the variables that predict attrition. This systematic review's objective is to pinpoint variables that affect performance or attrition throughout surgical training. Method The review was carried out in accordance with PRISMA recommendations and submitted to the Open Science Framework (OSF). We looked for publications using Medline, EMBASE, PubMed, and the Cochrane Central Register of Controlled Trials.

Factors affecting Attrition Rate among Nursing Students College of Health Sciences Essmat A. Mansour Essmat M. Gemeay Sahar Behilak & Mofida Albarrak -- 2016 – The study revealed that A key concern of nursing college administrators is the university's use of science to student attrition. The current study is to evaluate factors that contribute to the high attrition rate during the first year of preparation.

Influencing the College of Health Sciences at Taibah University's Yanbu Campus in Saudi Arabia. The design of the current study is a descriptive and correlative one. This research is being done at College of Health Sciences, Taibah University, Yanbu Campus, Saudi Arabia. 300 kids were proposed as subjects overall. Covers all levels of the nursing college, utilizing participant-provided convenience data.

Factors Affecting the Attrition of Test Users During Living Lab Field Trials Annabel Georges, Dimitri Schuurman, and Koen Vervoort 2016 -- The interaction of test users with an invention in the context of use is studied through field trials.

A phenomenon known as attrition occurs during field trials, although there are a number of reasons why people discontinue taking part in research activities. In this paper, we examine three post-trial surveys of live lab field experiments to further discuss drop-outs during field trials. Our findings indicate that a number of innovation-related and field trial setup-related factors, such as the innovation's lack of added value and how well it satisfies the demands and time constraints of test users, influence attrition. We offer management useful advice based on our findings

An Exploratory Study of Factors Affecting Attrition within an ICT Degree Nicole Herbert 2020 – The study revealed that high attrition rate in ICT degrees is a serious worry for both the ICT sector and higher education, despite the increase in students beginning an Information and Communication Technology (ICT) degree during the past few years. This empirical study examines which pre-tertiary variables, like gender, citizenship, age, and admission qualification, can be used to predict when a student is likely to drop out of an undergraduate ICT degree. The data can be used by academic advisors to implement suitable intervention strategies when they are most likely to reduce attrition. It is advised to use the intervention procedures for various pre-tertiary elements before a problem develops.

OBJECTIVES OF THE STUDY

1. To study various reasons causing employee attrition it impact on employee performance.
2. To analyse various measures undertaken by organization to reduce attrition and causing attrition and measure to overcome it
3. To study and analyse various policies and procedure followed in organization to counter attrition rate

HYPOTHESIS

HO: There is no significance difference between the attrition rate and employee performance in organization.

H1: There is some significance difference between the attrition rate and employee performance in organization

DATA AND METHODOLOGY

Sample size

Total 108 respondents were selected and collected the data

Sample Technique :Simple random sampling technique was used to collect data

DATA ANALYSIS AND FINDINGS

SL NO	Particulars	No of respondents	Percentage
1	Strongly agree	18	17.8%
2	Agree	53	49.1%
3	Neutral	29	26.9%
4	Disagree	8	6.2%
5	Strongly disagree	0	0%
	Total	108	100%

ANALYSIS AND INTERPRETATION

Out of 108 respondents the 17.8% people 18 people is a responding strongly agree and agree 49.1% people is responding 53 and 26.9% people is 29 responding the neutral agree an disagree 6.2%people is 8 respondents and strongly disagree 0% people 0 responding .

FINDINGS

75% responding are between the experience people.44.4% percentage responding hence we can conclude that male are having an high responding .75.9% people 82 responding say yes in notice period. 17.8% people 18 people is a responding strongly agree in attrition rate responding 65.7% people 71 responding say yes in hr recognizing the excellent 10.2% and responses are 11 of performance. The 11.1% people 12 people is a responding strongly agree the cost of hiring was having 15.7% and responses are 17 work life balance was having 18.5% and responses are 20 30k-40k respondent 50% people 54 belong to income

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CONCLUSIONS

While staff attrition isn't always a terrible thing, you should try to keep an eye on workplace activity to halt it as soon as you can. Similar to turnover, it's a crucial measure that provides valuable insight into your employer brand, hiring procedures, and workplace culture as a whole. Employee attrition is the process through which workers leave a company for whatever cause (voluntarily or involuntarily), such as retirement, termination, death, or resignation.

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