

The relationship between the major factors and employee attrition in it sector a special reference to Techno Park Trivandrum

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ABSTRACT

The main aim of this research work is to study about the relationship between the major factors and employee attrition in information technology sector in techno park, Trivandrum. For this study the descriptive research was adopted. The study conducted primary data. The tools used for this study was descriptive statistics, ANOVA, chi - square. The finding of the study suggest that long hours of work, unrealistic time pressure, bullying at work by others are the cause of attrition in IT sector. So the research is concluding the company should offer flexible working time, maintain friendly approaches to workers and different development programme to reduce attrition rate.

KEYWORDS: Attrition, literature review, working time, development programme

1. INTRODUCTION

Attrition is the prime problem faced by IT sector in India. Attrition refers to the scale down of employee in an organization. It occurs because of retirement, resignation, or death of the employee. The growing and successful information technology organization provides various job opportunities for the IT professionals. This result large amount of people leaves from one organization to another. The high attrition rate is one of the major challenge which most of the IT organization faced by today. Many factors plays a vital role in the employee attrition rate of any organization and these can stem from the employer and employee. Work pressure, superior employee relation, work life balance, career opportunities, and alternative job opportunities are play important role in employee attrition. balance, career opportunities, and alternative job opportunities are play important role in employee attrition.

Statement of the problem: The major problem faced by the IT industry today is rising attrition rate of its employees. Employee turnover with regard to such factors are more work load has compelled workers to leave their job. After a long working hours when the employees back home she/he is tired and spend whatever time they get in relaxing so by putting maximum time at work and has to spend less time with his family. Also lack of recognition for their work and lack of future growth that is a reason employee leave the organization.

Objectives

- To know the relationship between work pressure and turnover intention.
- To identify the relation among wok life balance and turnover intention.
- To identify the career development programme for the employees.

Need of the study: The success of any organization largely depends on the workers. The employees are considered as the backbone of the company. The study is to identify the various factors that affect the employee attrition and why people leave their job. It would be very helpful to the management to take necessary action to reduce employee turnover. The employees are considered as the backbone of the company and their growth will lead to the success of the company. This study is very helpful to know why the employees prefer to leave their job and which factor makes more dissatisfaction .This study is to access the overall feeling of the employee towards their job and their organization

Scope of the study: The study entitled “The relationship between the major factors and employee attrition in IT sector a special reference to techno park Trivandrum” which is aim to identify the factor which influence the employee attrition. The specific studies like work pressure, supervisor relation, work life balance, career opportunities, and alternative employment opportunities.

Sampling unit: Employees of information technology techno park Trivandrum are mainly selected as sample of the study.

Sample size: The sample size of the study has limited to 55 employees from Techno Park Trivandrum are selected as sample.

Sampling technique: The sampling technique used for the study is convenience sampling technique.

Statistical tools for analysis: The data is analyzed used in statistical tools by the application of SPSS. The tools including cross tabulation and chi square.

Limitation of the study: The study was carried out only in techno park Trivandrum and the study was restricted in techno park Trivandrum

Data analysis & interpretation:**Table.1. Mean and standard deviation of work pressure for attrition statement**

Statement	Mean	S.D
My work place environment is not safe	4.09	0.845
I am not able to meet the deadlines for my work	3.45	1.168
There is a friction between colleague	3.27	1.027
I never receive adequate appreciation when my work is really good	3.15	1.061
I am subject to bullying at work by others	3.05	1.420
I have unrealistic time pressure	2.98	1.147
Overwork load at work unable to complete my work during the time	2.96	1.053
I am pressure to work long hours	2.91	1.221
I have a lot of control over my job	1.98	1.147
I am clear about my position in my job	1.60	0.760

Based on the mean score, it is found that work place environment is not safe and deadlines of work the mean value is 4.09 and 3.45, there is a friction between colleague, and I never receive adequate appreciation when my work is really good the mean value is 3.27 and 3.15 are the most important factors in attrition and the least important are clear position and control of work the mean value is 1.60, do not affect the employee attrition.

Table.2. Level of position in the organization the company offer excellent leadership program cross tabulation

Level of position in the organization	The company offer excellent leadership development program					Total
	Strongly Agree	Agree	Neutral	Disagree	Strongly disagree	
Software developer	7	3	3	8	1	22
Project Manager	0	0	2	3	0	5
Document Specialist	3	0	4	0	0	7
Technical Analyst	3	2	3	4	0	12
Graphical Designers	4	1	2	2	0	9
Total	17	6	14	17	1	55

In order to have the comparison of level of position and development program in the organization the following hypothesis was formulated.

H0: there is no association between level of position and development program

H1: there is association between level of position and development program

Table.3. Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	14.277	16	0.578
Likelihood Ratio	18.648	16	0.287
Linear-by-Linear Association	0.938	1	0.333
N of Valid Cases	55		

Since the P value, at degrees of freedom 16 is 0.578 is greater than 0.05, the difference is considered insignificant and the null hypothesis is accepted. Hence there is no association between level of position and development program.

Table.4.Gender and Work Life Balance –ANOVA

Statement		Sum of Squares	Difference	Mean Square	F	Sig.
I miss out quality of time with my family and friends	Between Groups	4.848	1	4.848	2.769	0.102
	Within Groups	92.788	53	1.751		
	Total	97.636	54			
there is a good relationship between employees and manager	Between Groups	0.245	1	0.245	0.198	0.658
	Within Groups	65.682	53	1.239		
	Total	65.927	54			
I am able to balance my work and family life	Between Groups	1.603	1	1.603	1.310	0.257
	Within Groups	64.833	53	1.223		
	Total	66.436	54			
I am provided by flexible working hours by the company	Between Groups	3.300	1	3.300	1.838	0.181
	Within Groups	95.136	53	1.795		
	Total	98.436	54			
I feel job sharing will help me to balance my work	Between Groups	2.912	1	2.912	2.078	0.155
	Within Groups	74.288	53	1.402		
	Total	77.200	54			
support from colleague at work help me to balance my work	Between Groups	3.712	1	3.712	3.365	0.072
	Within Groups	58.470	53	1.103		
	Total	62.182	54			
support from family members help me to balance my work and family commitment	Between Groups	2.209	1	2.209	2.281	0.137
	Within Groups	51.318	53	0.968		
	Total	53.527	54			
I feel work life policy in the organization should be customized to individual needs	Between Groups	4.848	1	4.848	4.011	0.050
	Within Groups	64.061	53	1.209		
	Total	68.909	54			
I can take time off to handle personal commitment	Between Groups	.048	1	0.048	0.033	0.856
	Within Groups	77.697	53	1.466		
	Total	77.745	54			

H0: there is no difference between work life balance in male and female employees

H1: there is difference between work life balance in male and female employees

From the above table it is found that between gender and work life balance is no significant difference was observed in work life statement towards attrition: I miss out quality of time with my family and friends, there is a good relationship between employees and manager, I am able to balance my work and family life, I am provided by flexible working hours by the company, I feel job sharing will help me to balance my work, support from colleague at work help me to balance my work, support from family members help me to balance my work and family commitment, I can take time off to handle personal commitment etc. Since the P value is higher 0.05, the null hypothesis has been accepted. Since the P value of 0.05 which less than or equal to the alpha value of 0.05, the null hypothesis is rejected at the 5% level of confidence. Hence it can be conclude that there is difference in gender and work life balance towards attrition.

Findings:

- Employee feels long hour of work and unrealistic time of work are cause of attrition.
- Due to bulling of work by others and not able to meet the deadlines for the work the employees feel work pressure.
- The work life policy in the organization is customized to individuals, leads to difference in work life balance in male and female employees.
- Employee feels they spend less time with his family and more time on work place which is a cause of attrition.
- The company does not offer excellent leadership development program and support the employee to obtain training on new skill which cause employee attrition.

Suggestions:

- The company should offer adequate flexibility in working time.
- The company should maintain friendly approach between the management and employee.

The above suggestions will help the companies to reduce the attrition rate and increase employees' retentions in the respective companies.

2. CONCLUSION

The result depicts that in the present scenario, employees are not only need money but also need some entertainment, time with the family and friendly approach to their management. This study also helps the company to reduce the attrition among employees which helps the company to attain its goals.

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