RETENTION - AN INVESTMENT ABUNDANCE DISCOVERY

Mr.Salla Vijaykumar

Lecturer, IHM, Ahmedabad

ABSTRACT

The anxiety in academia & industrial firms over homegrown Personality Development Programs journeying to work execution has an impact story for numerous customized programs without a good explanation undeserving of the presumption of the right response for the internal customers, the employees. The issue of inducing the personality development has elementary to top notch takers, all excelling in their own way because "Inspired people inspire people; so as to involve, empower and motivate others." There is a need therefore to develop people's skills owing to championed actions that would reassure retention.

In order to create a successful company, employers should consider as many options as possible when it comes to retaining employees, while at the same time securing their trust and loyalty so that the idea of voluntary turnover does not bother them. Employees need to be retained because good, faithful, trained and hard working employees are required to run business. They have acquired the know-how over the long run and a trained employee can handle customers better and also solve problems of peers who are new to the organization. Here comes the art of developing people's skills to reinforce a sense of confidence and sustainability in the minds of the employees.

KEY WORDS*: Retention, Hospitality, Employees, Organization*

Text of the Article:

Employee retention isn't solely a concept or a cause to explore, it is a way forward for the corporate to achieve organizational goals, identifying the employees best suited to develop those competencies, then helping them in their progression and, finally, finding ways to measure success. The skill quotient in the hospitality industry is inordinately measurable and finding a suitable fit worker would demand the HR to do and redo their selection processes to increase the retention amongst the recruits. One of the major factors lays the job security that comes with a full-time job at times multitasking in nature. Today an increasing number of young professionals are electing entrepreneurship and further degrees in the field of HR and Sales among the core disciplines. Today, it grows as a culture to switch jobs in order to climb career ladder, and a new trend flourishes as 'offbeat' career, young professionals seem to be gaining confidence.

Today it is not the kind of common formula I am going to profess on the subject of retention. Attrition and exit interview go hand in hand in every pocket diary of the HR. This is set in a contemporary style when an employee voluntarily leaves an organization for n no. of reasons. The interview is to provide feedback on why employees are leaving, what they liked about their employment and what areas of the company need improvement. It is definitely producing results to ascertain many facets - some genuine, some dark, some intoxicating, some powerful, some uncompromising and some provocative among others.

In most cases pertaining to the super existent exit interview which could head in one direction, reasoning though. I insist precaution better than cure theory. It is an EXIST interview. It is unlikely that it be considered synonymous to motivation, counseling, retraining or reprimanding. It does make one wonder if this exercise in the very fast world, busy schedules and hectic workmanship can be possible, to do good. Don't just trust me, believe in.

"The passenger pigeon taught us that even the most numerous species undergo population collapses in astonishingly short periods of time."

In our case we have a sample size of employees being entrusted the brand wagon of developing people's skills, a meager sum. They have to be given a fair chance, to be in the line of performance as are they in the line of fire whenever it necessitates. The most confident person talking stress free can tremble on the podium. It is natural. The push has to come from within more than others that is show time, let's do it! It has to become a culture in itself, a statutory policy wherein exceptionally all recruited should participate and practice. An introvert can open up, a hidden talent can be known, opinions considered, proud to be a part of the team with such people-skilled people. It is more than organization's moral imperative to maintain the beauty and bounty of the organizational growth, to view employees as accessible indicators of operational achievements, industrial as a whole

We have always been behind soft skills; grooming standards, etiquettes, dress codes, and language, inter personal self as relationships rely on social skills. All of this definitely carries impetus to the devotion and dedication quotient. These skills offer means of interacting with others that help boost productivity, improve relationships, and increase ones general quality of life. Social skills can also be called 'people skills'. We are looking forward to our contemporary great human capital enterprise restoring respectability and being identifiable. Much more than any tenacity, the desire to upkeep whatever in hand, rightly said " A bird in the hand is worth two in the bush" meaning It's better to have a lesser but certain advantage than the possibility of a greater one that may come to nothing. Take the best and retain that certain advantage in the people who are working with you.

Various studies have shown Career Development Enablers seeking to restore and maintain the retention abundance. Some of them are listed below, in a bid to go beyond the conventional, intervening more directly to tilt the odds on the work front because the whole thing is based on staying on schedule.

- Structured Career Management
- Leadership and Participation
- Communication & Online Learning

Employee attrition is a kind of contemporary practice which is a natural part of business in any industry. Industry has worked upon it, and today all have devised a contingency in their budget allocation. The business, big or small is affected as there is trained or semi skilled manpower shortage. It is important to note that these days all businesses are cutting on manpower saving costs incurred in probation, training, retraining and specialization etc. So any less from the minimum strength is shortage, which could be addressed by a few suggestions appended below:

- Operations Management
  This can be compared to the great bowls of comfort at workplace. Here the employees are inclined to partake in the organization's operations.
- Compensation Management
  The premier reason for engagement amongst reasons swished back and forth typically diplomatic in nature.
- Promotion Management
  Irrespective of the vacancy domain and the eligibility, every one dreams of promotion and faster. The venues open are assertive in the hospitality creating newer positions thereby.
- Participatory Management
  An operation deals with a fair game for the versatile work culture perhaps because it involves a whole lot of manpower so being a part of decision making process matters.
- Performance Management
  The version and style differs. When it went back centuries, today it is at a global communal hub contained in a large hospitality sphere.
- Work Life Management
  Since we have to socialize and have a family to support, a balance is required to provide a vibrant choice of humanitarian ethics fulfilling goals.
- Satisfaction Management
  Retaining one guest back is said to be equal to create one from 10 odd guests. Satisfaction cent percentage, need to be guaranteed.
- Superior Subordinate Management
  I replaced by We in the corporate world. Employees affections are split between these two but self-contained and gaining popularity.
- Retention Management
  This kind of existence in a single princely offering need to be tapped and unlike the Exit interviews, Peoples' Manager should take charge and execute the interview instead when they exist and not exit.

- Building Culture Management
  How do you create a culture? The market does, via the delivery of products and service. What about the human enterprise? Does longevity in hospitality operations count for something?

Conclusion:

Retaining employees is a critical and ongoing effort. One of the biggest challenges is in having apt manpower that drives the responsibility to create and sustain an environment to foster retention. Staff requires the quiet flow of reinforcement, direction and recognition to grow and remain satisfied in which ever positions they stand. Top level Managers must recognize this and understand that

establishing such fundamentals demonstrates their objectives to support their organization, their stay and in turn carry along their employees.

The companies should possess structured policies and conduct regular one-on-one meetings to know the expectations and facilities of the employees. Organizations should focus on Exist interviews more than Exit interviews.

The companies may give training like Personality Development, Confidence Building and Self - improvement training to the employees. This situation should be reviewed and worked upon at regular three or six month's intervals.

It is better to have such trainings will be the full suite. The focus would be on the retained more than employed employees tuned to optimum efficiency, as an important tool for retention.

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