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**Motivation an Innovation Tool for Employee Retention
Dr. S. Sasi Kumar*, A. Rakini****

Abstract

Employee retention is the way to physically retain employees in any organization as their miles are one of the most important fundamentals that can be required for the success of the business. Ina globalized environment, retaining an excessive number of potential employees is a major challenge, especially for groups. With excessive fluctuation. More employees are dissatisfied withthese effects to the organization performance, some time employee retention is highly relied on motivational factors which really plays as an innovative tool for the employee retention. Here theresearcher says motivational elements are crucial to every employee and namely financial rewards, importance of the characteristics of the job, developmental opportunities of the job, goodreputation of the company, control and balance in working life. Lower your sales quotas, which require employer commitment, but the funding will pay off in the long run.

Keywords: Motivation, Innovation, Employee Retention.

*Assistant Professor and Head,
P.G. & Research Department of Management,
Sacred Heart College (Autonomous),
Tirupattur-635 601, Tirupattur Dt., TN

**Research Scholar,
Ph.D. Management (full time),
P.G. & Research Department of Management,
Sacred Heart College (Autonomous),
Tirupattur-635 601, Tirupattur Dt., TN

1. Introduction

Employee retention is vital for organization due to the fact personnel are to the use of pressure to gain the improvement and accomplishment of the employer's desires and targets. Retention begins on the very early ranges of the recruitment manner. The way of employee retention is almost additives of an organization right away to make employee relationship spherical to any business sector, irrespective of the working place. Recruiting is main target and retaining employees in the organization. In the present days evolution of motivation is mainly a real factor for retaining the employees. Employee retention is a very crucial deliver to competitive benefits and commercial enterprise companies. It is modified to help in the manner of a cutting-edge and means of international career systems at 2005, since this study focuses on the ground employees to discover the main attributes for retention. Thus, employers must bear in their minds as many alternatives viable in keeping personnel inside the organization in securing their effort to take away the delivery as the real and high to organization relationship with inside a business enterprise to satisfy the desire to attain the employer's objectives. Principles of retention will help the staff to be

recommended for their retention. There is no use of having unique employees if they'll be honestly as probably to move away, there are training programmes that focus the employee retention. This theoretical paper finds some motivational factors which have high impact on workers retention and influence in its system. The researcher formulates retention strategies it helps to be performed by employees and reduce turnover expense.

2. Reviews

Zwilling

Employee benefits in retention hold an important understanding, it is also a backbone to their work, but employees cannot preserve any boom if they may feel satisfied in their due course and not based on money and the demotivated factors which could have an opening amongst employees' attempt to quit the organization. Most of the employees quitting the place of job in the event that they get as a motivating tool which incorporates monetary as the important factor for employee retention. However, remuneration isn't always the high-quality element which could inspire to the workers to quit.

Bridge Gate

More than 600 American personnel were examined and they would say the possible

way to stay back in the company mainly because of the monetary and non-monetary factors. Majority of respondents said that non-monetary factors like work recognition, employee participation and other related factors were the intention to stay in the company for long time. 40% of the employees said that monetary factors like enhanced pay is the real motivating factor remaining stepped forward to gain advantage to retain employees. Packages are real factors important for employee retention. The team has critical employees' sense like different parts need a connection to the long vision, they also need new techniques for better employee retention.

Padoa

At first consciousness is telling why people's beings depart corporations' voluntary employee turnover. The researcher was centered at the two couple of pathways that they specify the reason for leaving the organization. Every pathway suggests exclusive strategies. Secondly most growing organizations are there to explain the persons who stay back, next they select to engage a common enterprise. A final result is very useful resource of good management, they give consulting to the employees were the organization employee reveals that a planning on attempting to find correct person.

Employees want not more effective its take abilities to understanding and additionally secrets technologies with the competition companies. This articles mostly a real motive factor which helps to reduce attrition rate.

3. Motivational Factors Influencing the Employee Retention

i. Employer helps in Employees Growth

Employee retention is a number of employees working in an organization for a long period. A powerful retention application is one which embraces a growth tip to practices and create better working conditions where the employee desire is experience in a relaxed manner. Thus, the approach is to be followed; by a business enterprise which highlights the movements with assignment, dream & tradition goals, and morals of the organizations in addition it is being measured sensibly to satisfy them.

ii. Employees' Needs and Expectancies

Surveys, studies and articles, cited beyond the extended time, used to classify the critical elements to immoderate retain employee. Many researchers find the numerous factors that determine a enterprise business enterprise's potential to draw and keep personnel.

4. Elements of Motivation to Retain Employees

i. Financial Rewards

In the competitive world the business enterprise have great trend to increase employees for excellence productivity on same time as reducing prices. The employee's rewards are a important motivational reward which help to retain the employees to long period of working in any company. Reward system is used by company to retain employees. The economic reward is the most important one and everywhere the number goals maintain to exist the experience and stability of the work. Recent days financial rewards, financial praise this includes money which is first incentive that motives workers to do a good work. Money always makes to work agree maximum time period, mostly preserving, immoderate employees normally the employee quits the organization due to dissatisfaction in salary. The business tactic used for the employee retention is the best salary. The employee retention is discovered the HR managers through the facts associated with the employee payments. Salaries are the most critical factor. By the way of proper salary and fair salary employee retention is confirmed, correlation with to stay long compensation is competitive, economic

rewards first guide the testimonial, indicated that the fact of payless emotions will high and technique used . Employees expect apprehend and recognize as they work. The degree of pay is being important factor which are critical, to assist their career by better supervision. Awards and rewards are very effective to have safe employee turnover.

ii. Characteristics of the Job

In the world of massive liberalization, person with discrete character makes work with smartness and deciding techniques applied a sporting out. In the concept of employees' retention is simply not paying the salary however to develop a cause, pride employee lifestyles? The author say employee at work wants amazing output. Additionally need to tackle hard demanding situations which are applicable to their company. Totally normal overall duties & responsibilities with the possible motivation increase turnover quite excessive. Researcher thus to shows the result by proving in the form of excessive output, as expert workers use material which impacts on the developing technology and proving it through the smart work force.

iii. Career Development

Employment courting is rescheduling for the development of work which helps to

gain new employee and taking career development in a particular company. There are strategies with respect to knowledge look. More employee retention will gain the experience at the working place and extra capacity to build our life in achieving personal responsibilities along with the career organization, with high advantages in assuming the resource of employees with effective talents. Already the existing employees will expertise to get their career development or enhancement. The organization needs longer understanding that employees need to give more importance to develop their career to prove his competencies'. The European center for the development of vocational training said the employees need professional development attracting and retain themselves in the organization by recognizing their responding to terrific result produced by them. Employee's attitude change with cautioned by professional agency that wants to show a bonding with their workers to make initial development of employees. The profession by presenting opportunities, employers show their talents inside the organization to the working employee as they think about their in the work place growth to excel their personal and competitive advantage. More employees have enhanced appearance to

exhibit to their employers and they were given attention to focus their development for special career development.

iv. Recognition to the Employees

According to Jacobson organization employees expecting to recognize their work based on their performance. Employees were recognized to work at notable areas were their experience which builds better work to be recognized based on their extra loyalty. Employers are inside with terrific characteristic to understand and preserve those days' personnel. Health area shows that agencies must prioritize worker popularity to create a fantastic, powerful and cutting-edge organizational climate, were it is highly recognized the individuals enjoy preferably more efficient approximately on their functionality to pay attention to the goals of company dreams. Given companies mostly looking at the adjustments of the technology needs favoritism, understand many of them sincerely the best level, working employees they take extra paying. Companies make certain focus worker popularity in actions, right of significance, they many remember the of reputation should be honest, obviously, inclusive, common, properly timed and sundry, the shape of popularity used ought to be suitable to the contribution that have become happened popularity

ought to be significant and reflect the alternatives of the recipients. Work area provides the following suggestions for effective workers employee popularity like equality, readability and uniformity, worker popularity processes and gratified material cloth necessity to constant, groups on precise in character to understand the purpose of recognition.

V. Management

Kreitner as noted in Bagraim figure operation the manner of operating with others to acquire organizational objectives in an effective and moral manner. Director of organization performs a huge and big part in impacting the hand's fidelity position to employee retention. The organization administrator gives practices and retention to the workers growth and probability will remain the organization. The impact on hard work leads to practices of development. Motivational factors are very influential structure of work which help to greases, on the job training development, the pay competitive changes to the very poor employees. Ware and Fern recommend those confines need to be invested in vicinity and aligned for an agency to reap global fineness and commitment stage of retention. The study performed through international and foreign reviews shows that factors affecting

on decision making to exit an business enterprise changed. The directors were admired and appreciated the workers, remunerated them with interest to their bonus which puts, confident which leads to work hard, respected the forfeiture of future of life and supplied probabilities for mastering, needed pious and affianced help. Directors honestly appreciated to boost the employee to get employee retention. The employer should inspire and encourage the continuous association with the organization.

vi. Work - Life Balance

Work- life balance has turned out to be pare-dominant issue within the place of work especially within the society full of clashing scores and commitments. Easing an amazing work- culture to balance is one of the main factors. Work life balance is a step-by-step processing and work between the two circles, thereby constantly reducing pressure categories, at the same time by adding attention and provocation at work place which leads in understanding that circle of cousins and work commitments. Study review suggests the guidelines which aimed at enhancing the work- cultures to balance and to lead successful in the working environment. If they are enforced in a environment that truly help to make meaningful. Lockwood also suggests that

ahead-wondering mortal resource professionals in hunt of progressive approaches to compound their employer's aggressive advantage in the business can also detect that work stability makes challenges and give a palm- palm result. Numerous other factors that could follow to a specific employer to significant of motivational factors can associate. Work and life balance.

vii. Psychological Factor Affecting Employee Retention

Employee retention is based on appertained to the below factors; different studies that propose the management should keep in mind all basics enforcing retain guidelines. Skill, with maximum rearmost exploration on employee retention operation now acclimatized all types of element employee retention can be not possible to degree their reciprocity inside the retention practices. The visible philanthropy of multitudinous and opposing prospects that held on way of fixed of the performers. Thus, when these prospects are damaged and needs to help and to conduct inside the executive center heavily. The feelings of the employees got disappointed at the end which provocation at the task will go through. Cerebral contracts are grounded completely on particular aspect with the aid of both parties and on generally extensively wide- spread

pledges which might be primarily grounded on the general liabilities of employers and workers. The employee's individualities do agree with that their employer has promised to offer them with certain persuading returns for the benefactions they make to the business enterprise, and offers a worker a sense of influence on retention related consequences. However, every hand will be a position of readability, fairness and top advertisement, In addition, the cerebral agreement is further stoked with written agreements, along with employment contracts. Formerly, exploration suggests that help are rather pessimistic about the extent to which their association exists to its pledges. A growing number of currently workers trust to have smarted an inequality or were dealt with deceitfully by way of their organization.

5. Conclusion

Today the major challenges faced by the organizations are employee retention and further retaining the smart worker is still difficult. The significant factors to retain the employees are to be so attractive. The employee's retention policy should be as such it should be generally based upon the motivational factors like meeting their needs and expectations and by implementing the elements that motivate the employees to be in the same

organization. So the organizations should adapt the following elements namely financial rewards, career development, employee recognition, looking their job and appraising them, work life balance, psychological factors, since it is the major influencing factor which leads to build the employees to have the best in their working environment. Company ought to give opportunity to the employees to prove their efficiencies and holding their positions. The important auspicious factor of any worker is based on their performance on normal base; put into effect inflexibility packages, terms and condition, cultures stability, tradition development to upgrade operation capacities as important, it also engages workers indeed as driving progressed in the overall performance on the identical time. Also, employers have mindfulness on problems and connections about the employee have to perform. The exploration required to rediscover the elements influences on worker retention and anticipate approaches that the employer can ameliorate on ultramodern practices. The literature turned as useful in declaring that workers retention or quit an agency primarily grounded on six crucial motives; they had been fiscal prices, job characteristics, professional development, recognition, and work-life balance. This

signifies the system to be developed in the companies. Employers should take pieces of this system and put in force, for long-term effect to retain the employees of the organization.

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