A STUDY ON DETERMINANTS OF JOB RETENTION AND RESIGNATION DECISIONS

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ABSTRACT

Employees are frequently changing their employment; this can be backed with several motives. These motives can be segregated into company factors and personal factors. In addition, the company factors are bifurcated into favorable monetary factors and non-monetary factors, unfavorable monetary factors and non-monetary factors. This study is made to test the influence of the factors on the employment decisions of the employees. Five industries are considered to collect sample required to analyze. Aviation, banking, software, automobile and financial services are the industries type and in order to homogeneity 20 employees from each sector is identified by using random sampling method. There is no partiality revealed as to male and female candidates, senior and junior positions, more experienced and less experienced. A detailed questionnaire is presented to the employees, to show their tendencies with the factors having influence in job retention and resignation decisions. Suitable hypothesis is frames and analyzed with the help of Kendall coefficient of concordance. The null hypothesis is rejected in all factors. This study suggested that, future research will likely focus on greater understanding of personal characteristics, such as emotion, in defining job satisfaction and how employee attitudes influence organizational performance.

KEYWORDS: Job retention, Resignation, Monetary Factors, Non-monetary Factors, Personal Factors.