A Study on Women Employee Retention in Private Banks with Special Reference to Thanjavur District

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Abstract - This examination is an endeavor to investigate the elements of women employees' retention in the banking sector of Thanjavur district and find out its effect on the execution of Banks. Worker's retention is major and essential issue facing by the private banks in Thanjavur district on account of the lack of talented business and financial development as entire and representative turnover. Thanjavur is a monetary center and very relies on banking exercises however banks are facing challenges to deal with their arrangements regarding motivation, training and development. Therefore it requires long haul planning to cover the future related issue in this field which ought to be acknowledged today. This investigation centers on the essential information, which has been gathered through shut finished inquiries with a five point Scale. The examination utilizes purposive sampling procedure to catch the reaction of investors. The gathered information has been examined and assessed through Measurable Bundle for Sociologies (SPSS). The consequences of information have been fundamentally examined through every single point and thus, we came to on the finding of the exploration. This examination inferred that there is a solid connection between Employees' motivation and employees' retention among employees of banking though employees' training and development has no association with employees' retention. It is proposed that banks should form their strategies regarding employees' training and development, which will assist private keeps money with retaining employees for longer time.

Keywords: Employees retention, Employees training, Employees motivation and Employees development.

I. INTRODUCTION

The job of human capital is considered as a wellspring of achievement in the activity of business association that has just been perceived by the business substances. The administration quality is liable to employees' behavior particularly during the activity and employees are resources for administration sector's organizations. Through the proactive methodology and positive polices aggressive organizations are constantly occupied to retain their employees and accomplish authoritative destinations. The prime test for the private banks of Thanjavur turned out to be currently the retention of a worker, while youthful, lively and intelligent employees constantly prepared to switch over at whatever point he or she disappoint with any reason in the activity. Profit and altruism is being created through these employees, who are the foundation of business element. Induction, introduction, socialization, training and developing, maintaining and retaining of a worker spend more capital by the association for minimizing employees' turnover rate and cost of choice and enlistment. Banks utilize assorted HR strategies and techniques for retention. In spite of the fact that there are various explores have been done to distinguish the variables for employees' retention in numerous other businesses and industries however in banking industry particularly in Thanjavur is likewise required to recognize these components, whether they are influencing on representative retention or not. In this exploration, I picked a few factors to check relationship among them. These factors are Employees' Training, Employees' Motivation and Employees' Development that will be checked with employees' retention. The more extended period retention of any representative is a huge part for upper hand, since when a worker keep hold off for a more drawn out period, it will increase the execution of the bank and furthermore supportive in enhancing the bank's profitability. Numerous factors are compelled to the employees to choose whether they will retain in the present organization or leave the organization, such security of occupation, pay alongside other advantages, development of profession and at work training and exceptional reward/acknowledgment for extraordinary execution.
as businesses are turned out to be focused so they need to retain their employees for longer period.

Some motivational elements are utilized in various ways to retain the employees. Their aftereffect of study have affirmed that that business motivation of bank officers is extensively needy upon their compensation or pay, fringe advantage, proficiency in work, quality administration, and colleague relationship or affiliation. Due focused nature of occupation in banking sector and quickly growing business of banking sector, retention of a representative for a long haul premise turn into a major test for banking industry in Pakistan. A business is viable to the level to which it pulls off its items. An effective association will assemble that there is boldness of coordinated effort and fulfillment within its ward among employees and administration. For the readiness of fulfilled employees and their responsibility to their occupations within the association, there is a necessity of well-fabricated and supportive motivation at the distinctive levels and in addition every office, and subdivision in the business.

Employee retention

Employee retention is defined a process in human resource management where faculty. Are spurred to stay with the association for the longest conceivable period or until the Fulfillment of the venture. It is advantageous to the association and additionally the representative and soon as a worker feels disappointed with the present employer or a Job; they simply shift to another group. Every employer, therefore, has a duty to ensure they retain their best employees opined that employee retention implies to the capability of an employer to maintain its workers. In this case, retention gets to be the strategy rather than the outcome. Employee turnover is a huge challenge that has not been resolved. The process of retention will be a gain for the organization as follows; first the cost of turnover increases company’s expenditure and reduces profits. Although it is challenging fully to calculate the cost of turnover that includes recruitment costs, costs of training new staff and profitability loss, industry specialists frequently cite a quarter century of the normal worker compensation as a preservationist appraise. Second regards loss of companies. When staff exit, the departing member takes away with them essential knowledge about the company customers, current projects and history, although a lot of substantial investments undertaken in general anticipation of some return. Thirdly, there is an intrusion of customer administration: Customers and customers some of the time exchange with an organization partially on account of specific staff business partition has impacts all through the firm. The untold cynicism frequently increases for the rest of the staff. Next concerns goodwill of the organization: The organization great will is effectively kept up when the wearing down rates are low. If an employee quits, considerable effort is wasted in re- hires, subsequently other costs such as training of new hire and other costs are suffered directly by firms often without their realization. Moreover, even after these companies there is no assurance for comp of the same efficiency from the new employee.

II. REVIEW OF LITERATURE

1. Santript Shukla,(2013) Employee Turnover in banking sector

A couple of examinations have been coordinated on this subject, most of the pros revolve around the explanations behind agent turnover. This examination took a gander at degree of influence of different factors on representative turnover in urban and semi urban banks. The exploration was gone for achieving the following destinations: recognize the key elements of representative turnover; determine the degree to which the distinguished elements are influencing employees’ turnover. The investigation depends on the reactions of the employees of leading banks. A self-created poll, estimated on a Likert Scale was utilized to gather information from respondents. Quantitative research configuration was utilized and this outline was picked on the grounds that its findings are generaliseable and information objective. The dependability of the information gathered is finished by part half technique.. The gathered information was being dissected using a program called Measurable Bundle for Sociology (SPSS ver.16.0 For Windows). The information investigation is completed by calculating mean, standard deviation and linear connection. The distinction between methods for variable was assessed by using t-test. The following variables have essentially influenced representative turnover in banking sector: Workplace, Occupation Stress, Pay (Compensation), Worker association with administration, Profession Growth. Of the time trade with an association halfway because of particular staff business segment has impacts all through the firm. The untold criticism regularly increases for whatever is left of the staff. Next concerns generosity of the association: The associations’ extraordinary will is adequately kept up when the wearing down rates are low. On the off chance that a worker stops, impressive exertion is squandered in re-contracts, in
this way other costs, for example, training of new procure and other expenses are endured specifically by firms often without their acknowledgment. In addition, even after these organizations there is no confirmation for comp of the equivalent productivity from the new representative.


This investigation looked to assess the components affecting representative retention in the banking sector of Sudan with a particular spotlight on Agrarian Bank of Sudan (ABS). To improve the accomplishment of the examination, two research goals were used, these included; to build up the impacts of training on representative retention at Farming Bank of Sudan and to determine the impacts of working condition on worker retention at Agrarian Bank of Sudan. The examination utilized elucidating overview explore plan. The sampling technique utilized for this examination was stratified basic irregular sampling strategies to choose respondents. Survey was utilized for information gathering; the scientist cleaned, coded and entered gathered information on Factual Bundles for Sociologies (SPSS) adaptation 21.0. Information was broke down spellbindingly and furthermore by utilization of numerous relapses as cutting edge examination strategy. The elucidating information was exhibited in the arrangement of pie diagrams, figures and tables with frequencies, rates, means and rates as measures for conveyance instruments while relapse was just displayed in table configurations yet with clear indication of noteworthy levels and balanced R-square for all the independent factors. Key findings among others uncovered that training adds to representative retention in banks as was upheld by greater part of employees who concurred that training assumes a critical job in retaining employees. It was likewise discovered that working condition influences representative retention as was upheld by larger part of respondents who indicated solid concurrence with proclamations under this variable, working conditions. The investigation closed and made suggestions dependent on results found.


It cost associations twice to connect with the administrations of new specialists than to keep up the current ones. The examination took a gander at the variables affecting employees' maintenance by choosing eight factors after an exhaustive writing audit and their centrality regarding helping banks in Ghana to hold their current employees. The analysts received accommodation examining due to secrecy and the bustling idea of employees who work in banks to get the one hundred and six (106) employees for the examination. The suitable information accumulation instrument utilized was chiefly surveys. The consequences of the Probit relapse demonstrate received for the investigation dependent on the eight chose factors demonstrated that employees maintenance in the banking business of Ghana relies upon how banks outline and actualize their pay and reward frameworks to meet employees desire, how they can manage issues in regards to work life balance, construct great picture and make ideal workplace, give perpetual occupations, guarantee that the qualities and convictions of these banks are lined up with that of their employees, capacity of banks to guarantee decency in the administration of their staff and urging directors and administrators to grow great relations with subordinates. In view of the impediment of the exploration as far as its extension, the examination prescribes for future research on how representative statistic attributes impact worker maintenance in the Ghana's banking industry.


Career development is contend to be "a continuous, formalized exertion" connect by associations in improving the association’s HR in arrangement with employees' and the association's needs. Strategies: An example was drawn from First City Landmark Bank (FCMB) with two hundred and sixty five respondents. SPSS was utilized to investigate statistic qualities of the respondents, while AMOS 21 was embraced for the Basic Condition demonstrating of the overview show. Results: A considerable lot of the relationship between the tried factors was solid and positive. In any case, all the tried free factors, for example, remunerate, acknowledgment, abilities, advancement had positive effect on organizational development, while encounter had negative effect. End: Results bolster the writing, as far as the connections among autonomous and subordinate factors except for understanding, which had negative effect on organizational development. In this manner, administration should utilize better methodologies in holding their accomplished employees, which tends to impact on the organizational development.
5. Dr. Anjali (2016) Study of Factors Leading To Employee Turnover across Different Industries with Special Emphasis on Banks

Work turnover was examined on different variables like-client protests and fulfillment, self-improvement, accomplishment, discretion, pay or money related development, self completion, work inspiration, social association, organizational atmosphere, culture conflict, accessibility of better occupations, stretch , burnout, work embeddedness, work trademark, value-based initiative, business cycle, emotional organizational duty, nature of work life, non monetary profits, career development, working hours, family reasons, welfare, working conditions, position prerequisite test, absence of headway and so on crosswise over various enterprises like Banks, nursing, education, IT and ITES, manufacturing, retail, medicinal in various nations like India , Malaysia, USA, etc.. It was discovered that very little research is conveyed around there and uniquely HR arrangement is relatively immaculate which assumes a fundamental job on worker maintenance. An investigation of five reports and twenty one research papers was done from 2001 to 2014.

Objective of the Study
1. To analyze the impression of administration at standard Diagrammed Bank towards women’s profession movement
2. To set up if adjusting work and family obligation impacts on women's profession at Standard Contracted Bank
3. To recognize approaches and practices which debilitate women’s profession movement at Standard Contracted Bank
4. To quantify the elements which block the vocation advancement of women employees at Standard Contracted Bank

Need of the Study
The investigation was compelled to female employees working in Standard Authorized Bank in privates just and does exclude women working in the rural and distinctive parts of the country thus the investigation just got the chance to set up troubles being foundation in the urban center. Additionally the investigation was simply limited to women employees at this time we perceive that challenges experienced in business development are experienced by both individuals.

Source of Data Collection
Data collection is in many ways and mainly more of an art than a science. The data are available readily in one form or the other and sometimes they are to be collected a fresh mostly the researchers used both sources to define their research in their point of view how the study is conducting and showing the results in this.

The two important external source of data collection method for research are,
- Primary source of data
- Secondary source of data

The primary data is collected through the questionnaire. The initial contacts with the costumers about go-green products ,eco-friendly in process of purchasing done by doing direct data collection to their respective customer who ware located various area in Thanjavur District.

III. RESEARCH DESIGN
Research design is a ground breaking strategy determining the strategies and techniques directing researcher to gather their data and examination for their research. The most widely recognized research designs that the researchers dependably utilizes is exploratory, clear and causal. In the present investigation, exploratory and unmistakable examination is utilized as a reason for the investigation to acquire and analyze the data.

In this article a detailed analysis of the collected data has been attempted as per the objectives stated earlier. Hypotheses are also tested based on the findings of the study, interpretations and conclusions are drawn. In this article the following statistical techniques for the analysis of the data gathered for the present study viz., Descriptive analysis and Inferential statistics etc.

Primary Source
Data collect from the general public through a questionnaire in Thanjavur district.

Secondary Source
- Government statement on amendment and laws.
- News papers views
- All Media views
- Internet source

Sampling Design and Method
Sample size = 100 numbers/people, Sample area = Thanjavur district
Sample design = simple random samplings adopted in this study. The entire population in Thanjavur allotted random numbers and through
lottery method 100 samples were drawn from the entire population to whomever the random numbers are allocated they were selected for this study.

**Simple Random Sampling**

A simple random sample is a subset of a statistical population in which every individual from the subset has an equivalent likelihood of being picked. In this examination simple random sample would be the names of whole population in Thanjavur being picked out of apportioned random numbers and through lottery technique 100 samples were drawn.

**Analytical Tools Used**

The data has been principally analyzed by utilizing the accompanying strategies and tests. The Statistical tools Correlations like tables are utilized to locate the critical of the given data.

### IV. DATA ANALYSIS AND INTERPRETATION

**Table 1: Reliability Statistics**

<table>
<thead>
<tr>
<th></th>
<th>Cronbach’s Alpha</th>
<th>No of Items</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>.841</td>
<td>17</td>
</tr>
</tbody>
</table>

**Hypotheses**

Null Hypothesis $H_0$: There is no significant relationship between women employee retention in private banks

Alternative Hypothesis $H_1$: There is a significant relationship between women employee retention in private banks

**Table 2: Descriptive Statistics Factors of Women Employee Retention in Private Banks**

<table>
<thead>
<tr>
<th>Descriptive Statistics</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee retention</td>
<td>14.17</td>
<td>2.854</td>
</tr>
<tr>
<td>Training</td>
<td>10.53</td>
<td>1.899</td>
</tr>
<tr>
<td>Development</td>
<td>28.18</td>
<td>2.844</td>
</tr>
<tr>
<td>Motivation</td>
<td>11.64</td>
<td>1.418</td>
</tr>
</tbody>
</table>

The first output from the analysis is a table of the descriptive statistics for every one of the factors under scrutiny. Commonly, the mean, standard deviation. Who partook in the review is given. Taking a gander at the mean, one can presume that respectability of item is the most imperative variable that impacts clients to purchase the item. It has the highest mean of 28.18.

**Table 3: Multiple Correlations Between the Factors of Women Employee Retention in Private Banks**

<table>
<thead>
<tr>
<th>Correlations</th>
<th>Employee retention</th>
<th>Training</th>
<th>Development</th>
<th>Motivation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson Correlation</td>
<td>.50**</td>
<td>.519**</td>
<td>.622**</td>
<td></td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>.000</td>
<td>.000</td>
<td>.000</td>
<td></td>
</tr>
<tr>
<td>N</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>Pearson Correlation</td>
<td>.507**</td>
<td>.528**</td>
<td>.571**</td>
<td></td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>.000</td>
<td>.000</td>
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<td>100</td>
<td>100</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

**. There is significant at the 0.01 level (2-tailed).**  
**. There is significant (2-tailed) at the 0.01 level.**  
* . There is significant (2-tailed) at the 0.05 level.  

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Since the p esteem is not exactly 0.05 (p<0.05), the marks obtained by the women employee retention in Cost Accounting have significant relationship with the marks obtained in Research Methodology. The marks obtained by the employees in Income Tax have significant relationship with the marks obtained in Cost Accounting, Research Methodology and Investment Management. It is found that the marks obtained in Supply Chain Management have significant relationship with the marks obtained in Research Methodology and Investment Management. The marks obtained by the students in Research Methodology have significant relationship with the Cost Accounting, Income Tax, Supply Chain Management and Investment Management. It is observed that the marks obtained by the students in Investment Management have significant relationship with the marks obtained in Cost Accounting, Income Tax, Supply Chain Management and Research Methodology.

The highest degree of correlation was found between the marks obtained by the employees in Cost Accounting and the marks obtained in Income Tax.

The Employee has scored the highest average marks in Investment Management and the lowest average score was obtained by the students in Supply Chain Management.

Findings

• Null Hypothesis H0: There is no significant relationship between women employee retention in private banks
• Alternative Hypothesis H1: There is a significant relationship between women employee retention in private banks
• The first output from the analysis is a table of descriptive statistics for every one of the factors under scrutiny. Commonly, the mean, standard deviation. Who partook in the review are given. Taking a gander at the mean, one can presume that respectability of item is the most imperative variable that impacts clients to purchase the item. It has the highest mean of 28.18.
• Since the p value is less than 0.05 (p<0.05), the marks obtained by the women employee retention in Cost Accounting have significant relationship with the marks obtained in Research Methodology. The marks obtained by the employees in Income Tax have significant relationship with the marks obtained in Cost Accounting, Research Methodology and Investment Management. It is found that the marks obtained in Supply Chain Management have significant relationship with the marks obtained in Research Methodology and Investment Management.

The marks obtained by the students in Research Methodology have significant relationship with the Cost Accounting, Income Tax, Supply Chain Management and Investment Management. It is observed that the marks obtained by the students in Investment Management have significant relationship with the marks obtained in Cost Accounting, Income Tax, Supply Chain Management and Research Methodology.

V. CONCLUSION

"Employees’ Training has no positive effect on employees’ retention in the current bank” and “Employees’ Development has no positive effect on employees’ retention in the current bank” have now been “failed to reject”. It means that both the training and development have no significant effect on employees’ retention. Whereas, null hypothesis “Employees’ Motivation has no positive effect on employees’ retention in the current bank” has confirmed the statistically significant i.e. employees’ motivation has positive effect on employees’ retention. This study shows that there is a strong relationship between Employees motivation and Employees retention among staff of banking sector in Thanjavur district, whereas employees training and employees development has weak relationship with employees retention. Both variables are not predict the retention of an employee in the banking sector. There is a potential to show the other factors can force to establish significance relationship with retention. The inspiration factor is contributing a lot in the retention of bank employee for a longer period but only this factor cannot do everything and banks have to put more efforts in training and development. The results expose that people get training from current bank and switch as soon as they get better opportunity from any other bank. Due to this explanation, banks are facing too much trouble of immediate vacant position as well as their hiring cost is increasing day by day. It is recommended that banks should mold their policies regarding employees’ training and development, which will help banks to retain their employees for longer time.

REFERENCE


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