

Employees Welfare Activities as Key Solution to Turnover Management in Textile Industries of New Delhi

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ABSTRACT

In this era employees welfare activities it plays the main roles in the organization to motivate the workers. Employees are very important in the organization to influence organizational effectively by stabilizing the employees turnover in the organization .each and every employee thinks about health and safety inside and outside the workplace which pushes them to remain or to leave the company. Employees Welfare activities include anything that is done for the comfort and improvement of employees and is provided over and above the wages. In this current study we will ask employees and employers in textiles industries of New Delhi different question which will be based on employee's welfare and employee's turnover. We will focus on welfare activities how it affects employee's turnover for all categories of workers (skilled and unskilled labor) Many organization thinks about job satisfaction only and salary to employees but it is not only the point you can consider in the working environment and working condition in this era because each and every employee think also for his/her future and retirement period. If the work it does not provide health and safety so the company has to analyze why employees are leaving the company every year? They are going to join which company? So then it will give some idea about what others company provide more than them

Keywords: Employees welfare activities, organization, employee turnover, working environment, satisfaction, motivation

I. INTRODUCTION

Employees welfare activities it is very important to prevent the employees turnover nowadays many offices in different companies they provide salary based on positions and degree it is almost the same salary but the big difference it comes for employees welfare activities or other benefit company gives to employees inside the workplace or outside the workplace at the time of working and retirement time. Which push employees think more for future. Employees Welfare activities help in keeping the morale and motivation of the employees high so as to retain the employees for a longer duration. When employees are motivated the productivity improves and they remain in the company if they are not motivated they leave the company or productivity it becomes very less. Employees Welfare activities it makes work environment and working condition in the organization to be improved and more competitive. It comprises the physical, geographical location and the immediate surroundings of a workplace (including factors like air quality, noise level, etc.), as well as the perks and benefits associated with an employment. Working conditions are defined as the circumstances such as working hours, stress, the degree of safety, or danger that affect the workplace.

The measure of employee's welfare activities company provides it will be affect Employees turnover high or less. The employee's welfare activities it stabilizes employees the turnover, It helps to improve the productivity of the organizations and employees satisfaction at the workplace. Each and every organization has their purpose to achieve the goals. the applicability of welfare activities is different from one organization to another organization depend upon the size of the organization, the capacity of organization, types of employees (skilled and unskilled labor) they are using, employees needs, geographical location of the company, employees 'age, etc. in the organization and after work. Caused by business environment every organization has a role to play in providing welfare facilities to the employees as satisfied employees are the key ingredient for progress for every organization and the concept of employee welfare is always part of organizational efficiency. The measure of that effect it will affect turnover in the organization.

There are many reasons employees can leave the organization like monetary factors or lack of good working condition but in this paper, we will focus one employee leave the company due to lack of enough employees welfare activities .if the company do every month recruitment for replacing employees it is also indicator employees are not happy

There are four types of turnovers:

Voluntary is the first type of turnover, which occurs when an employee voluntarily chooses to resign from the organization. Voluntary turnover could be the result of a more appealing job offer, staff conflict, or lack of advancement opportunities.

The second type of turnover is involuntary, which occurs when the employer makes the decision to discharge an employee and the employee unwillingly leaves his or her position.

The third type of turnover is functional, which occurs when a low-performing employee leaves the organization. Functional turnover reduces the amount of paperwork that a company must file in order to rid itself of a low-performing employee. Rather than having to go through the potentially difficult process of proving that an employee is inadequate, the company simply respects his or her own decision to leave.

The fourth type of turnover is dysfunctional, which occurs when a high-performing employee leaves the organization. Dysfunctional turnover can be potentially costly to an organization and could be the result of a more appealing job offer or lack of opportunities for career advancement. Too much turnover is not only costly, but it can also give an organization a bad reputation. In this paper we will focus on voluntary turnover, we agree that all organization has the right person for the right position to achieve the goal.

The main benefit of welfare activities for employee's turnover it is to improve the work environment and conditions contribute greatly to the staff's motivation, and subsequently to their performance like Improve working environment and better working conditions, It can also reduce staff turnover and the related costs, Workplace climate is also one of the nonfinancial factors affecting morale and motivation..

II. REVIEW OF RELATED LITERATURE

To reduce employee turnover it depends upon the total work environment and working condition you offer for employees. According to Chowdhury Abdullah Al Mamun, in his paper *Problems and Perspectives in Management*, Volume 15, Issue 1, 2017 63 (Bangladesh), Md. he said that To a certain extent, transportation, shelter, schooling, and healthcare facilities are negatively interrelated to the employee turnover. Many writers confirm that dissatisfaction of employees be it from job satisfaction or employee welfare activities it affects the employee. Under the circumstance of high expenditure of living, in order to make a living, the likelihood of employee turnover will reduce. Employees are likely to choose to quit the current job for getting the chance of a high-paid job in pursuit of a better quality of life (Zhao et al., 2003). Employee turnover is delineated to a situation in which employees depart the organization for several reasons, and thus, negatively affect the organization in terms of overall expenditure and the abilities to distribute the minimum required services (Yankeelov et. al., 2008). "Employees with young, inexperienced and high education level tend to have a low level of satisfaction about jobs and careers, and have a lower commitment to the organization; these negative attitudes are associated with turnover intention". One of the key factors of turnover intention is Individual aptitude. When individuals have the strong ability or individuals are not core competent at their Problems and Perspectives in Management, Volume 15, Issue 1, 2017 64 jobs and cannot progress them completely in the organization, they are prone to turnover intention (Chen and Li, 1998).

Employees possibly exit the organization due to economic reasons. Michal et al. (2001) have used the economic model to predict labor turnover in the market. Some socio-economic factors such as economic development level, the condition of labor market, employment structure, job opportunities, property enterprise, transport and communication, accommodation, education and medical facilities, living cost, quality of life and so on all have an influence on the intention of employee turnover (Huang and Huang, 2006)

Training and learning opportunities will also have considerable effects on employees staying in the organization. If the company does not provide them the opportunity to learn, they cannot improve their skills and abilities. In other words, employees are most unlikely to get self-realization so that they cannot continue to grow in the company. As a result, employees may tend to quit the job (Liu et al, 2006) Factors affecting employee turnover and sound retention strategies in the business organization: a conceptual view Each company has its own unique turnover drivers so companies must continually work to identify the issues that Cause turnover in their company. Further, the causes of attribution vary within a company such that causes for turnover in one department might be very different from the causes of turnover in another department. Companies can use exit interviews to find out why employees are leaving and the problems they encountered in the workplace.

Low turnover indicates that none of the above is true: employees are satisfied, healthy and safe, and their performance is satisfactory to the employer. However, the predictors of low turnover may sometimes different than those of high turnover. Aside from the fore-mentioned career opportunities, salary, corporate culture, management's recognition, and a comfortable workplace seem to impact employees' decision to stay with their employer. Turnover is the act of

replacing an employee with a new employee. Partings between organizations and employees may consist of termination, retirement, death, interagency transfers, and resignations. An organization's turnover is measured as a percentage rate, which is referred to as its turnover rate. Turnover rate is the percentage of employees in a workforce that leave during a certain period of time. Organizations and industries as a whole measure their turnover rate during a fiscal or calendar year. If an employer is said to have a high turnover rate relative to its competitors, it means that employees of that company have a shorter average tenure than those of other companies in the same industry. High turnover may be harmful to a company's productivity if skilled workers are often leaving and the worker population contains a high percentage of novices. Companies will often track turnover internally across departments, divisions, or other demographic groups, such as turnover of women versus men. Most companies allow managers to terminate employees at any time, for any reason, or for no reason at all, even if the employee is in good standing. Additionally, companies track voluntary turnover more accurately by presenting parting employees with surveys, thus identifying specific reasons as to why they may be choosing to resign. Many organizations have discovered that turnover is reduced significantly when issues affecting employees are addressed immediately and professionally.

Companies try to reduce employee turnover rates by offering benefits such as paid sick days, paid holidays and flexible schedules. Voluntary and involuntary turnover. While employees quit the job from an organization, it is stated as voluntary turnover (Noe et al., 2006). It is set off the decision of the employee. Another definition is furnished by Egan et al. (2004), indicating "An instance of voluntary turnover, or a quit, reflects an employee's decision to leave an organization, whereas an example of involuntary turnover, or a discharge, reflects an employer's decision to terminate the employment relationship". Voluntary turnover can be affected by not having job satisfaction, job stress, as well as due to getting a better job at another organization, a conflict with a manager, or personal matter such as staying home and giving enough time to the family member (Manu and Shay, 2004). It is, therefore, essential to reflect on attractions such as alternatives whilst appearing to voluntary turnover. Nevertheless, voluntary turnover can be foreseen and, in turn, be managed. Chiu and Francesco (2003) define involuntary turnover as "... an instance of involuntary turnover, or a discharge" that "reflects an employer's decision to terminate the employment relationship". Involuntary turnover includes retirement, death, and dismissal.

Employee turnover is regarded as involuntary when leaving the job to take care of seriously sick family member or to accompany a spouse to a remote area. Therefore, employees have no control over and decide to quit the job (Martin and Martin, 2003). 1.2. Avoidable and unavoidable turnover. Avoidable turnover has been described as the one organization can prevent through recruiting, assessing and motivating employees more efficiently and effectively (Luecke, 2002). So any business organization requires verifying whether voluntary turnover has been dealt with properly. Such confirmation is also needed because this will lead to taking the necessary initiatives to enhance the employee retention. The phenomenon of turnover is psychosomatic, managerial and expensive (Weisberg and Kirschenbaum, 2002). There is currently no conventional model to understand the route of turnover as a whole. A variety of factoring is applied to evaluate the causes of employee turnover. It contains personal factoring, job content factors, working environment and external factoring. Chiu et al. (2002) have stated that "Unavoidable turnover results from life decisions that extend beyond an employer's control, such as a decision to move to a new area or a job transfer for a spouse". However, almost eighty percent of turnover is due to recruiting mistakes, several of these mistakes can be avoided. Organizations have a need of taking certain measures while selecting and evaluating potential employees. 2. Conceptual framework According to Saunders et al. (2007), Causes and influencing factors Turnover, in essence, results from job dissatisfaction for an individual employee in the workplace. However, being dissatisfied with a work is not the only reason for leaving the company. When employees possess skills that are in demand, they are likely to be tempted by a high salary, more benefits or better potential for career development. Consequently, it is sometimes necessary to understand and identify the difference between employees who are unsatisfied, leaving the job and those who quit for other reasons. There is a variety of causes and influential factors that result in employees' turnover of an organization.

III. METHODOLOGY

The research methodology is defined to analyze the following research questions as to check the trends in the employees welfare activities in globalised era and their relationship with turnover factors of welfare activities and satisfaction, alternative welfare facility available and alternatives strategies to be selected for better encouragement of employers to provide the necessary employees welfare which will help them to perform and to remain in the company.

A. Hypotheses to Be Tested

- H1=A significant difference exists in the welfare measures adopted by the various textile industries in Delhi
- H2=There is a significant difference in awareness of the welfare activities among workers and management
- H3=Employees are satisfied with labor welfare activities in textile industries sector
- H4= There is a significant to motivation and productivity from welfare activities in the textile industries
- H5=Employee turnover has a significant relationship with the employee's welfare activities

B. Sources of Information

This research work is in the form of exploratory and its nature is also Descriptive thus the data for the study will be collected as under:

Primary Data: The primary data will be collected from the skilled workers including supervisors working in four textiles industries in Delhi. We select randomly

Secondary Data: The Secondary data of this is also of equal importance and will be collected from Journals, periodicals, articles, industry, and market report.

C. Sample Design:

The proposed study is undertaken to study satisfaction of workers in the current scenario. For the study Strata, sampling method will be considered and strata of textiles industries will be created.

Sample Units: Perhaps the basic thing to be decided is the sampling unit. The current study includes data collected from workers, managers, and supervisors.

Sample Size: Sampling size is a definite plan for obtaining a sample from a given population. For this purpose data from 150 workers and 50 supervisors.

D. Tools and Techniques Of Research

Since the data needed for this research is primary data, to meet the research objective a questionnaire is prepared and the respondents were contacted in person or through email or mail. Looking to the nature of study the questionnaire was structured and mainly contained questions, which are closed-ended. The response was recorded and measured by using Nominal Scale and Likert Scale. The researcher to collect qualitative information also incorporated few open-ended questions. The data collected thus was both qualitative and quantitative in nature. Mails will be sent via both the ways by courier and by email to managerial personnel.

Statistical tests used Data preparation for this study begins with pilot testing of all the questions for its completeness. The collected data was edited, coded, tabulated, grouped and organized according to the requirement of the study and then entered into SPSS-19 (Statistical Package for Social Sciences) for analysis. For these purpose parametric tests like Pearson's Correlation Coefficient, Multiple regression, independent sample t-test, etc. will propose to be used with non-parametric tests like Chi-square test.

IV. RESULTS

Employee's welfare activities in the organizations play a big role in motives the employees which prevent them to turnover. More they work a long time in the company they become shareholders and take things and work like it is their companies. Organization's management needs to help employees to ensure a good and enabling working environment for example: help employees achieve work-life-balance, foster open communication, allow for constant development of skills, recognize hard work, strengthen team spirit There are many factors working environment and conditions that organization should be improved like: Vacation and holidays, Payment and compensation of overtime, Job security, Work intensity and pace, Teamwork, Autonomy and freedom, Flexibility of working hours, Health and safety, Training and personal development and Retirement time profit

CONCLUSION

Now days many employees are sitting in the job but every day searching another new job means there are job seeker even if they are working because they are not satisfied they still need new job, Employees welfare activities as key solution of turnover management in this generation where all over the world Human resources have more competition with technology to achieve the goal and to provide better services, where it needs employees it is like more advantages tools, so without better welfare activities no motivation and no productivity the first results it will be employee's turnover. To maintain the reputation and goodwill of the company, it should try to work in transparency, to show the employees reality and motivate them. Employees welfare should be extended to position and performance appraisal Depend upon the size and capacity of the organization.

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