The role of organizational reward systems towards employee retention at DigitalSpinners

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2012

ABSTRACT

The ability to sustain an organizations work force is known as employee retention. In today's extensive competition, turnover and employee loss are commonly faced factors. Every organization creates strategies, uses theories and implements plans to retain employees.

The retention of employees seems most pivotal in the software industry; similarly at DigitalSpinners, as skilled employees are not only difficult to train, but their cost over time in form of investment is not reversible.

Employees are the pivotal factor of any organization. Their motivation and satisfaction in the long run lead towards better and healthier work places. The art to manage the fit between person/organization, and work life balance, helps indulge towards a sustainable and productive work environment.

The ability to understand employees is an art and to then analyze the outcomes helps better the chances of employee retention. Employee retention not only decreases turnover but also helps build employee loyalty and build goodwill in the industry for future development.

DEDICATED

"To the Everlasting Love of My Parents and Husband".

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