



**DETERMINANTS OF EMPLOYEE RETENTION  
IN PAKISTANI ORGANIZATIONS**

**By**

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## ABSTRACT

The thesis is done in the area of human resource management on the topic “**Determinants of Employee Retention in Pakistani organization**”. Employee retention is one of the biggest challenges for today’s managers and organization. It involves taking actions to motivate employees to stay in the organization for a longer period of time. Employees keep on looking for better work place and environment. While on the other side, employers use new tactics to retain best talent due to rigorous competition. In order to save turnover cost, the focal point of organizations has been shifted from turnover to retention. To compel people to stay in any organization, various factors are identified through research that includes environmental, motivational and succession planning.

This research study will indicate the effectiveness of retention strategies that the organizations use to retain people. It is conducted directly from employees to investigate the elements that make them committed to their organizations. An effort is made to discover the effectiveness of the retention strategies in Pakistani organizations and that how practical they are to retain people. This study aims to explore the determinants of employee retention in Pakistani organizations. For this purpose the data was collected through both secondary and primary sources. The questionnaire was distributed among the middle and upper level employees of different organizations operating in Pakistan. The groundwork of this research rely on the employees responses. Five variables are taken into account to study employee retention. That includes supervisor support, work environment, work-life balance policies, career development and rewards & recognition while job satisfaction is taken as mediating variable.

The results of this research study have shown that employee retention is highly dependent and correlated with all the independent variables which are supervisor support, work life balance, career development opportunities, rewards and recognition, work environment and job satisfaction. The level of employee retention would increase in Pakistani organization by practicing identified variables more appropriately.

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