

"A study w.r.t Impact of human resource practice of training on employee retention in multinational organizations"



By:

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## **TABLE OF CONTENTS**

<b>1. Chapter 1 Introduction.....</b>	<b>5</b>
1.1. Broad problem area/background research.....	6
1.2. Significance of the study.....	7
1.3. Purpose of the study.....	8
1.4. Rational of the study.....	9
1.5. Problem statement.....	10
1.6. Research contribution.....	11
1.7. Objectives of the study.....	11
1.8. Limitation of the study.....	11
1.9. Research structure.....	12
<b>2. Chapter 2 Literature Review.....</b>	<b>13</b>
2.1. Theoretical framework.....	24
<b>3. Chapter 3 Methodology.....</b>	<b>26</b>
3.1. Research procedure.....	27
3.2. Research Design:.....	27
<b>4. Chapter 4 Findings.....</b>	<b>30</b>
4.1. Alpha coefficient.....	30
4.2. Regression model.....	30
4.3. Correlation.....	32
4.4. Frequency models.....	32
<b>5. Chapter 5 Conclusion.....</b>	<b>45</b>
<hr/>	
5.1. recommendations.....	47

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## ABSTRACT

**Purpose** – This article aims to review business and academic literature on the topic of impact of training on retention of employees in multinational organizations. The purpose is to allow the vast quantity of evidence and opinion to be contextualized, and enable a better understanding of the key themes within training and employee retention particularly in multinational organizations of Islamabad.

**Design/methodology/approach** – A literature search of journal databases, textbooks, and relevant reports and citations was carried out.

**Findings** – Key findings include that retention of employees is impacted by the training. Those organizations where training is considered as an important practice and given on the regular basis have less turnover rate and the motivation level of individuals is high where as organizations where training is not considered as an important factor makes their employees less motivated due to which they wanted to switch over their jobs.

**Research limitations/implications** – The main weakness of this paper is in terms of attaining the comprehensive statistics.

**Practical implications** – in this era of globalization when the world has access to the latest technology and the resources to retain the employees is the big question to the firms in order to earn huge profits.

**Originality/value** – This paper allows researchers and business practitioners to obtain a wholesome reflection on the key themes within training impacting on employee retention.