“Improving the Employee Retention in LCC Pakistan (Pvt) Ltd.”

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ABSTRACT

It has been seen that worker turnover around organizations is turning into an issue, which sets back a lot of finances a considerable measure of cash, endeavors and vigor. This issue could be a major deterrent for HR experts in formulation of their HR arrangements. This study plans to identify the principle turnover figures in LCC and to prescribe some employee retention techniques inside the Pakistan telecom market. The motivation behind this study is to verify the components that influence employee retention and to dissect the relationship between the variables of employee retention and organizational competence.

Information was gathered by surveys and studies circulated around **55** workers. The imperativeness of having a retention strategy, which is dependent upon a generally articulated human resources administration framework, was focused.

This project has been led to study the effect of HRM practices (career opportunities, supervisor support, work conditions, rewards and work-life approaches) on worker retention in LCC. The effects show the positive relationship of aforementioned HRM practices with employee retention. This project presumed significant issue in retention policy was career & growth development of workers not 'salary'. Recommendations are made to LCC Pakistan, to keep focus on legitimate career development and compatible packages.

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