



**Topic:**

**“Employees Voluntarily Separation Scheme (VSS): A tool for cost saving”**

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# Certificate

It is to certify that the project “**Employees Voluntarily Separation Scheme (VSS): A tool for cost saving**” worked out by Aamir Khursheed (01-220101-001) and Samin badam (01-220101-025) is done under my supervision and is ready to be submitted.

Project supervisor:

Miss Uzama Shamas

## *Dedications*

*We dedicate this internship report to our families, especially to our parents who are always there for us while in our studies and in each and every race of life to encourage us and to support us, their prayers and good wishes never let us down in any critical situation.*

*We are nothing without our parents.*

## **Abstract**

Organizations are always tried to reduce or expand their human resource by taking their current positions, prevailing business conditions and specific requirements into consideration. Volunteers Separation Scheme – VSS (also named as Retrenchment strategy, downsizing, Volunteer Retirement Scheme - VRS) is considered as the best way to reduce organizational expenses effectively and efficiently by providing handsome amount of money to the employees (Chu and Ip, 2002; Budros, 1999). Same strategy was used by Pakistan Telecommunication Company Limited. Due to this strategy, numerous people were dissatisfied. Accordingly, this study was aimed to determine the impact of VSS strategy of employee's loyalty, commitment and job satisfaction. Data was collected from 150 employees working in PTCL. Correlation, Regression analyses were used to analyze the data. Results showed the downsizing put negative impact on employee's loyalty.

Keywords: VSS, Employee Loyalty, Job Satisfaction, Organizational Commitment

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