

**"The Impact of Work Design, Work Conditions and  
Supervision on Employee Retention in Telecom Industry."**



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**MBA**

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Mr. Shahid Nawaz**

**Department of Management Sciences (GS)**

**Bahria University Islamabad  
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**FINAL PROJECT APPROVAL SHEET**

**Viva-Voice Examination**

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**Topic of Research:** Impact of Work Design, Work Conditions and Supervision on Employee Retention in Telecom Industry.

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# **Impact of Work Design, Work Conditions & Supervision on Employee Retention.**

**Final Research Project**



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## ***Acknowledgement***

"To our parents, teachers and friends who were always there by our side to guide us and gave us the courage that we can do the best in our life and taught us the difference between the good and the evil, for this be guide in our life"

**Title:**

**Impact of Work Design, Work Conditions & Supervision on Employee Retention**

**Abstract:**

Employee satisfaction (often referred to as job satisfaction) is considered to be the most researched, studied area in management sciences. One of the priorities of an organization in telecom sector is to create effective supervision, conducive work conditions and well defined work design in order to satisfy their employees which help them in improving the rate of employee retention. In this study we examined the impact of Work Design, Work Conditions & Supervision on Employee Retention.

This study is basically focusing on Telecom Sector of Pakistan which is considered a booming sector of Pakistan economy. However due to general trend of recession in the economy, telecom sector of Pakistan has also been affected so it's a challenge for this sector to practically maintain their retention policies. Primary data is collected through a questionnaire which was floated to telecom/support companies. Regression analysis has shown that there is significant inverse impact of work conditions on intention to leave. This analysis gives a direction to management that they should work for the improvement of work conditions to achieve a job satisfaction among employees and this whole phenomenon will reduce the intention to leave.

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