IDENTIFY ATTRITION FACTORS AND IMPACT OF HUMAN RESOURCE STRATEGIES ON ATTRITION

IN THE CITIZENS FOUNDATION SCHOOLS

A Thesis submitted to Department of Management Sciences in part fulfillment of the requirement for the MBA degree

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JUNE, 2014

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ACKNOWLEDGEMENT

I am first of all thankful and obliged to Almighty Allah who gave me the wisdom, competence and strength to complete my research project and prepare a dissertation.

I am grateful to my respected supervisor and mentor Sir Essa Khan who helped me a lot throughout my research and preparation of this dissertation, by contributing resources, ideas and providing motivation for completing this huge task.

It will be unfair if I fail to register and recognize the support of managers, teachers and principals of The Citizens Foundation, who has facilitated me in getting relevant information.

I am thankful to my all family members especially my brother Mehar Ali for providing me support, comfort and cooperation required for completion of the research project.

Last but not the least; I would like to pay my special thanks to the officials of Management Sciences department for their support during the course of preparation of this dissertation.

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ABSTRACT

Purpose: the purpose of this study is to identify theattrition factors and impact of HR strategies on attrition in the Citizens Foundation Schools Attrition in any organization cost high to any organization. The term attrition creates the perception of losing resources that costs to organization. In The Citizens Foundation schools there are high attrition rates of teacher who leaves TCF schools because of different reasons. The main purpose of the research is to identify these reasons/factors and also provide the management information about impact of Human Resource strategies on Attrition.

Methodology:the study involves the data collection from the 62 respondents for the research which are selected from the different campuses of The Citizens Foundationaround 40. Respondents are Teachers and Principals of The Citizens Foundation schools. Data has been analyzed through graphs and frequency tables.

Findings: Based on the data collection and its analysis, it has been come to our finding that major factors for teacher attrition is Low salary Package, Excessive workload and Difficult Relationships of Teacher with Principal and Area managers. Based on analysis there are some Human Resource strategies which is impacting attrition to reduce it. These strategies related to their monetary benefits, Appreciation and Recognition and other Facilities.

Practical Implications: This study is of highly meaningful for the Human resource department of The Citizens Foundation for understanding attrition factors and reducing it through effective Human Resource Strategies.

Keywords: human resource management, Attrition, strategy, recognition,salary scale, award, reward.

Table of Contents

S.No	CHAPTER	PAGE
ONE	BACKGROUND OF THE SUBJECT/TOPIC & STATEMENT OF THE PROBLEM	1-6
I	Introduction	2
II	Statement of Problem	3
III	Significance of Study	3
IV	Scope& Delimitations	4
V	Assumptions	4-5
VI	Definition of Key Terms	6
TWO	REVIEW OF RELATED LITERATURE & STUDIES	7-17
I	Literature Review	8-14
II	Attrition& Retention in TCF & Areas for Further Study	14-17
THREE	RESEARCH METHOD & PROCEDURE	18-23
I	Design and Methods of Research	19-20
II	Research Respondents	20
III	Research Instrument	21

IV	Source of Data	21
V	Treatment of Data	22
VI	Variables	22-23
FOUR	ANALYSIS	24-48
I	Analysis of Survey Questionnaire for Teachers	25-40
II	Analysis of Interview Questionnaire for Principals	41-48
FIVE	SUMMARY OF FINDINGS, CONCLUSION & RECOMMENDATIONS	49-53
I	Findings& Conclusion	50-52
II	Recommendations	52-53
Sup	SUPPLEMENTARIES	54-61
I	REFERENCES	54
II	APPENDIX A: Research Consent Form	55
III	APPENDIX B: Survey Questionnaire for Teachers	56-59
IV	APPENDIX B: Interview Questionnaire for Principals	60-61