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## Abstract

The study was conducted in the telecommunication sector of Pakistan. The study evaluated the effect of successive planning on the employee retention with a moderating role of organization justice. The companies working in telecommunication sector of Pakistan were treated as the population of the study. The employees working in the telecommunication sector were the data collection unit and were taken as the population for the data collection. The study used 200 employees as the sample size from two sample firms i.e. Mobilink, Ufone, Telenor and Zong. The employees were taken on random sampling technique. The data in the current study was primary data and were used in the current study to be collected from primary data collection tools. The findings show that the HR planning, talent management, career management, performance management, management involvement and diversity management have significant effects while the reward management has insignificant effect on employee retention. Those two practices of human resource planning which is succession planning and other variables should be considered and implemented effectively in order to retain employees within a company. The findings of this study will have significant implications from the perspective of employees and top management associated with employee retention & succession planning. The HR department in order to develop a proper job content for every job to develop an organizational commitment & security in which employees are most comfortable with the tenure, leadership & self-esteem. This research will extend our knowledge on how differences the employee retention and succession planning of the company will impact the performance of employees both internal and external. And would also allow more detailed prescriptions for practitioners faced with such issues.

**Keywords:** Succession planning, employee retention, organizational justice, talent management