THE IMPACT OF HR PRACTICES ON EMPLOYEE RETENTION IN TELECOMMUNICATION INDUSTRY OF KARACHI

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Record of Supervisor-Student Consultation

S No	Date	Site of Meeting	Discussed topics	Student`s Signature
1	15.7.18	Supervisor's office	Discussion on hypotheses, questionnaire, research methodology & sample size.	
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APPROVAL FOR EXAMINATION

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Signature of Supervisor: _____ Date: 22/9/18

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HOD's Signature: _____ Date: _____

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ABSTRACT

Purpose:

The purpose of this research is to perceive the elements of career improvement, rewards and compensation, overall performance control, process layout, and talent acquisition contributing to worker retention in telecommunications enterprise. The studies are large to analyze the determinants that have an effect on the employee retention in telecommunications industry in Karachi.

Methodology:

The primary data of this research were gathered via assigning 380 survey forms to relevant employees in Karachi. The reliability of Cronbach's Alpha's test takes on each variable which demonstrated affordable reliability outcomes more than 0.5. Pearson Correlation and regression tools were used to investigate the strengths of responses as of the collected questionnaires.

Findings:

This model's R adjusted value is 0.810 or 81.0%. This demonstrates our self-ruling elements clear up just 81.0% of our dependent variable i.e. the five picked indicators have just 81.0% association with employee retention in telecommunication industry of Karachi.

Implications:

This study is considered quite beneficial for Telecommunication industry management of for ascertaining influence of HR practices on organizational effectiveness. Hence, it is vital for the administration to recognize the approaches to hold their skilled workers to guarantee the productiveness of the organizations. Managers of the organizations of other industries and academia may also find the study useful and can benefit from its findings.

Keywords:

Career Development, Performance Appraisal, Rewards and Compensation, Job Design, Talent Acquisition, Employee Retention, and etc.

TABLE OF CONTENTS

Title page i
MBA thesis progress report & thesis approval statement ii
Declaration of authentication.....iii
Plagiarism report.....iv
Dedication v
Acknowledgement vi
List of figures.....vii
List of Tables.....viii
Abbreviations.....ix
Abstract x

CHAPTER 1:NTRODUCTION.....1
1.1 Research.Background.....2
1.2 Problem Statement.....3
1.2.1 Expenses of representative turnover.....3
1.2.2 Retention of Talent.....4
1.2.3 Dearth in implementation of HR Practices.....4
1.3 Research Questions.....5
1.4 Research Objectives.....6
1.5 Centrality of the Study.....6
1.6 Scope of Research and Limitations.....7
1.6.1 Investment of respondents.....7
1.6.2 Study Frame.....7
1.6.3 Time Constraint.....7
1.7 Organization of the Thesis.....8
CHAPTER 2: LITERATURE REVIEW.....10
HR Practices.....10
2.1 Employee retention.....11
2.2 Career development.....12
2.3 Reward and compensation 14

2.4 Performance Appraisal....16
2.5 Job design....17
2.6 Talent acquisitions....20
2.7 Theoretical Framework....22
2.8 Development of Hypotheses....23
2.3.1 Hypothesis 1....23
2.3.2 Hypothesis 2....23
2.3.3 Hypothesis 3....23
2.3.4 Hypothesis 4....23
2.3.5 Hypothesis 5....23
CHAPTER 3: RESEARCH METHODOLOGY....24
3.1 Research Design....24
3.3 Data Collections Methods....24
3.3.1 Target Population....25
3.3.2 Sampling Frame....25
3.3.3 Sampling Elements....25
3.3.4 Sampling Technique....25
3.3.5 Sampling Size....26
3.4 Research Instrument (Questionnaire)....26
CHAPTER 4: DATA ANALYSIS....28
4.1 Test of Reliability (Cronbach's Alpha) 28
4.1.1 Cronbach alpha check for CD....28
4.1.2 Cronbach alpha check for RC....28
4.1.3 Cronbach alpha check for PA....29
4.1.4 Cronbach alpha check for JD....29
4.1.5 Cronbach Alpha check for TA....29
4.1.6 Cronbach's Alpha check for ER....30
4.1.7 Total Cronbach alpha test for all the variables....30
4.1.8 Summary....30
4.2 Pearson's Correlation Coefficient....31
4.3 Correlation test....31
4.3.1 Correlations (CD) and (ER)....32
4.3.2 Correlations between (RC) and (ER)....32

4.3.3 Correlations between (PA) and (ER) 33
4.3.4 Correlations between (JD) and (ER) 33
4.3.5 Correlations between (TA) and (ER) 33
4.4 Multiple Linear Regressions 34
4.4.1 Model Summary of R-square Value 34
4.4.2 Parameter Estimates 35
CHAPTER 5: DISCUSSION.....37
5.1 Career Development 37
5.2 Performance Appraisal 38
5.3 Reward and Compensation 39
5.4 Job design 39
5.5 Talent Acquisition.....40
CHAPTER 6: CONCLUSION AND RECOMMENDATION.....41
6.1 Conclusion.....41
6.2 Recommendation.....41
6.3 Suggestions for future research.....42
REFERRENCES.....43
ANNEX.....46