

IMPACT OF HUMAN RESOURCE MANAGEMENT (HRM) PRACTICES ON EMPLOYEES RETENTION

(A CASE STUDY OF EDUCATION AND BANKING SECTOR IN BAHAWALPUR)

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***Abstract:** This research has been conducted to study the impact of HRM practices (career development opportunities, supervisor support, working environment, rewards and work-life policies) on employee retention in The Islamia University of Bahawalpur as well as the banks in Bahawalpur. The data collected through questionnaire from 101 respondents. The results show the positive relationship of above mentioned HRM practices with employee retention. Conclusions as well as directions for future research are discussed.*

INTRODUCTION

EMPLOYEE RETENTION: During the last decade, the personnel/HRM field has shifted from a micro focus on individual HRM practices to a debate on how HRM as a more holistic management approach may contribute to the competitive advantage of the organizations. Three different perspectives have been used in recent researches on the relationship between HRM practices and organizational performance, organizational retention and organizational strategies. (Bjorkman and Pavlovskaya; 2000) A number of studies have found that managing turnover is a challenge for organizations, as different organizations using different approaches to retain employees (American Management Association, 2001). Employee retention is also likely to be important for firm performance. If the company is not able to retain its employees, it will not be able to capitalize on human assets developed within the organization. (Shekshnia, 1994) Retention is considered as all-around module of an organization's human resource strategies. It commences with the recruiting of right people and continues with practicing programs to keep them engaged and committed to the organization (Freyermuth, 2004).

Through the literature survey we have found the different HRM practices that affect the employee retention in an organization. After reviewing the several articles relevant to the employee retention, we have selected the following five variables to study the impact of HRM practices on retention of employees.

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