



A Study on Attitude of Management Faculty towards Attrition

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ABSTRACT

Management faculty turnover reflects a company's internal strength and weaknesses. New hires need to be constantly added which requires additional cost to be incurred by the management institutes. Attrition has ever been considered as one of the burning issues for any organization. Management authority should try to not only acquire best staff members but they should also retain the talented staff for the development of students and institutes. The research paper throws light on the attitudes of management faculty for the attrition. Attempt is also made to know the reasons for management faculty to leave any particular educational institute.

Keywords : Attitude, Attrition, Management Faculty

Introduction

There has been mushrooming growth of management Institutions of late. Management Graduates have developed a special charm to join these educational institutes as faculty members. At the same time, we have been witnessing constant mobility of these staff members. The crux of question is to examine the causes of attrition for the management faculty. The management of the institutes has certainly risen to fact of long term association of the faculty members in terms of their stability with the organization the present studies conducted to examine the attitude of faculty members and the principal causes which make them to leave the organization.

Attrition is one of the major problems faced by the hr managers of the management Institutes According to Attrition survey-2008; recent survey in India. HR Managers in Management and IT organizations, Retention and attrition management was ranked first by HR professionals at the most challenging process.

There are various factors that affect on individual decision to leave a job while an employees leaving the job is considered attrition by one organization, it is looked at as talent acquisition by the new organization and to the individual it means a career move, economic Growth and enhanced quality of Life or closeness to Family etc. Hence what is a problem for one may be an opportunity for another.

There are Various reasons why people leave their Current job which are as follows:

- Job Related Factors
- Parental and Family Mobility
- Personality Factors
- Comparisons and Equity Considerations
- Ambitions or Career Aspirations
- Economic Factors

Objectives

- To Identify the Attitudes of Management Faculties towards Attrition.
- To Identify the Problems faced by employee in the Management Institutions.

Methodology

This study is based on the Attrition in Management Institutions Junagadh & Rajkot District. The research concentrated on 10 colleges comprising 50 Faculties and the researcher collected the data.

The Researcher collected two type data primary data were collected through the Likert-Scale Directly from the respondents and the Secondary date were collected from record of Institutions and the Internet.

Research Tools

Likert-Type Scales

Likert Type scales are developed by utilizing the item analysis approach wherein a particular item is evaluated on the basis of how well it discriminates between those persons whose total score is high and those whose Score is low.

In a likert - Scale the respondent is asked to Respond to each of the statements in term of Five degrees

- (1) Strongly agree
- (2) Agree
- (3) Undecided
- (4) Disagree
- (5) Strongly disagree

Each point on the scale carries a score to find out the opinion of faculty on the attitude of attrition in a organizations.

Sample size

The scope of the study are

The study is specific only to management institutions in Junagadh and Rajkot district.

The number of respondents in this research was 50 faculties in 10 MBA colleges.

Hypotheses

A hypothesis is usually considered as the principal instrument in research. In this research, using the parameter gender, marital status to tested null hypotheses.

Hypotheses 1:

Ho: There is No Significant- Differences Between gender and attitudes of attrition.

H1: There is Significant Difference Between gender and attitudes of attrition.

Hypotheses 2:

Ho: There is No Significant- Differences Between marital status and attitudes of attrition.

H1: There is Significant Difference Between marital and attitudes of attrition.

Data Analysis And Interpretation

The researcher used a Likert-Scale for collecting the data, which were transferred to simple table. Then data were tabulated and analyzed the researcher used simple tables for the analysis, Mean, Standard Deviation and T-Test.

From table A, it is evident that Majority (60%) of the respondents were in Male and the remaining 40% of the respondents were in Female.

Table A- Gender of the Respondents :

Sr. No.	Gender	Total	Mean	SD	T-Value
1	Male	30	17.63	3.77	2.38*
2	Female	20	18.36	3.05	Significant
Total		50			

[Two tailed test-significant value in 0.05 level is 1.96]

It is noted from above table that calculated t-value is more than the table value and the result is significant at 5% level. Hence, the hypothesis "gender of the respondents and the attitude towards attrition are associated".

From Table-B, it is evident that equal 50% of the respondents were in married and the remaining 50 % of the respondents

were in Unmarried.

Table- B Marital Status of the Respondents

Sr. No.	Marital status	Total	Mean	SD	T-Value
1	Married	25	14	3.667	2.38*
2	Unmarried	25	11	6	Significant
Total		50			

[Two tailed test-significant value in 0.05 level is 1.96]

It is noted From above table that the calculated T-value is more than the table value and the result is significant at 5% Level.

Hence, the hypothesis "Marital Status of the Respondents and the Attitudes towards attrition are associated".

There is a close relationship between the marital status of the respondents and it's attitudes on attrition.

Conclusion

A major Contribution of this study is to identify the attitudes of faculties Towards the attrition in Management organization in saurashtra Region. Faculties change their Jobs Frequently due to the work environment, Job Dissatisfaction, Marriage, Better Growth of career, No organization can Survive without giving Importance to its employees. Employee relationship management is the Mantra an Organization Should Follow to retain their employees.

The Following Limitation have restricted to research there are,

- This research is applicable to management Organization only.
- Some of the respondents revealed biased Facts due to the fear that their employment status.
- The time is limited.
- The researcher had to limit the Sample- Size to 50.

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