

## **FACTOR AFFECTING EMPLOYEE RETENTION AT OMEGA SCIENTIFIC INSTRUMENTS PVT. LTD**

**MONICA, M.**

ASSISTANT PROFESSOR,  
DEPARTMENT OF MBA,  
ACHARYA INSTITUTE OF TECHNOLOGY,  
BANGALORE.

**DR. RAMANAIAH, G.**

PROFESSOR  
DEPARTMENT OF MBA,  
ACHARYA INSTITUTE OF TECHNOLOGY,  
BANGALORE.

### **ABSTRACT:**

Employees of today are very different. They tend not to miss good opportunities. If they are dissatisfied with their present job, they tend to change it to the next job which has better prospect and future. Thus, it is the responsibility of the management to retain the potential employees. A good management should know how to encourage, attract and retain good employees in their organization. The study was conducted at Omega Scientific Instruments Pvt. Ltd. Along with the objective of analyzing the factors that affects the employee retention at the workplace and also suggesting some strategies that can help the employees to retain. Descriptive research has been adopted with questionnaire as the instruments and simple random sampling it is found that the employees are satisfied with rewards, working hours, the leaves provided to the employees are significant factors for the retention of employees at Omega Scientific Instruments Pvt. Ltd.