

EXECUTIVE SUMMARY

This research is carried out at Jishnu Enterprises. This work is made in the Human Resources field of "Employee Retention," Peenya, Bengaluru. JISHNU ENTERPRISES is one of the leading hydraulic machinery manufacturers in India. The business, headed by Mr. Kunjumon NV, owner, is supported by a team of professional engineers, with the exception of a trained and skilled workforce. The company began to serve OEs, Tirel and Tire2 automotive customers in 2003 by providing high-quality hydraulic machines.

The key goal of the analysis is the extent of retention of workers in Jishnu companies and the understanding of the degree of work satisfaction and the identification of the factors responsible for the low and high rates of recruitment of employees in the business as well as the steps taken by the organization to minimize the extent of attrition.

Countless considerations such as work life balance, job climate, pay structure, employee development , compensation and appreciation are taken into account and a series of well-considered questionnaires has been developed.

Both results are recorded, percentage and non-parametric methods such as the Chi-square were used to measure the outcome based on the study graphs, and the values were evaluated and interpreted. My emphasis on studying centered about how the business works at the stage of human resources, so I was named an HR trainee. It is important that job time balance, job climate, wage structure, workforce development , compensation and appreciation, etc. are main variables that influence the whole company in terms of efficiency, disposition and actions of workers that directly or indirectly contribute to a high or low degree of retention of employees.