

Employee Turnover and Business Administration

M. S. Thirumalai, Ph.D.

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It looks common now that young software professionals employed in Indian companies in India look for better salary, and when they get a job in another company with a few thousand rupees salary increase, they are willing to leave the company where they are presently employed. Some of them also are waiting for their university admissions abroad or for immigration to other countries. Looking for jobs abroad is quite common, and the present job they are in is simply a temporary arrangement for them.

On the other hand, millions of people of different age groups with various levels of education or without any education, look for jobs to earn their livelihood. Companies employ many workers from such a population often based on their qualifications, skills, and the needs for such workers in their companies. Also, it is a fact that there is great competition to get into government service by paying what is demanded from them. Government jobs offer sort of permanent employment. Once they get into a position in a government-run institution they are sure of getting increase in their salary, apart from some possible extra income. Dismissal from government jobs has its own process, and it may take time for the employee to be removed permanently. He or she may be suspended for a period until the enquiry or some such process is over.

In private enterprises including retail business, both the employer and the employee seem to have some freedom: the employee may choose to leave at his or her will, and the employer also may remove the employee from the job – asking him or her not to attend work with due notice or immediately. Some employees will leave their job because their spouses may be working in some other town, etc. Looking after the baby is a responsibility of the mother and so she may stop working after she gives birth to a baby.

Leaving the job voluntarily is usually initiated by the employee willingly or because of his or her family. Young women get married and they may leave their jobs voluntarily or because of the pressure from their families. Leaving the job involuntarily is initiated by the employer.

It is also possible that there are some not clearly visible factors in all these: religious, linguistic, caste, region, and gender prejudices including prejudice or unwillingness to employ lesbian, gay, bisexual, and transgender and the differently abled persons. Caste was a deciding factor in getting jobs in certain companies or corporations in the past in Tamilnadu. Similar conditions might have been prevalent all over India in the past. Even now migrant labour is not

treated well even though without their help major retail stores would not be able to function in many cities in India. Construction depends upon the migrant labour all over India.

Business administrators must review the situation carefully so that short of labour is not a problem to manage their business. Understanding the organizational theories (such as Classical, Neo-Classical and Modern) as well as the theories of management (such as Frederick Taylor's Scientific Management, Henri Fayol's Principles of Administrative Management, Max Weber's Bureaucratic Management, Elton Mayo's Human Relations theory and Douglas McGregor's Theories X and Y) will help administrators in large stores and business concerns. On the other hand, small stores and family owned street-corner shops, shops in the bazars, etc. usually go by their intuitive understanding of the situation before them. They are quick to decide whether sending an employee out from his or job would bring in any monetary loss. In all these it is also particularly important human values are considered and an empathy for the workers is demonstrated. This will ultimately help achieve greater profit.

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M. S. Thirumalai, Ph.D.
msthirumalai2@gmail.com