

Factors Affecting Employee Retention Evidence From

This edited book is a compilation of research studies conducted in the areas of business, management and economics. These cutting-edge articles will be of interest to researchers, academics, and business managers.

The world's response to COVID-19 has resulted in the most rapid transformation of the workplace. Working from home has become the new normal, and we have gone from digitizing the relationship between firm and customer to digitizing the relationship between employer and employee. In the age of managing various generations of employees at the workplace including Gen-X, Millennials and Gen-Z, today's managers require creative and innovative WFM strategies along with massive digital transformation and technological support. An outcome of any efficient WFM strategy is to make the best use of available manpower for the highest productivity and sustainable development of an organization. This conference provides a platform for the researchers in Human Resource Management to present and deliberate innovative ideas in the domain of WFM through original scholarly articles, conceptual papers supported with framework and propositions.

*In recent years, much attention has focused on the growth of nonstandard and contingent employment (including part-time work) which involves up to 30 percent of the total U.S. labor force. There is little agreement on either the causes or the effects of this trend. Some researchers emphasize the advantages: employees may explore the job market and obtain work that does not necessarily involve rigid schedules, while employers enjoy greater flexibility and lower costs. Others point to the disadvantages for employees, such as lack of job security, fewer benefits and chances for promotion, and often lower wages. Drawbacks for employers include a workforce that has little chance to develop firm-specific knowledge or loyalty. Chapters in *Nonstandard Work: The Nature and Challenges of Emerging Employment Arrangements* carefully analyze the extent and nature of various nonstandard work arrangements; their advantages and disadvantages for employees and employers; the demographic, industrial, and occupational distribution of such positions; and the question of whether standard employment itself is changing. Some contributors consider how innovative labor market intermediaries and unions might expand opportunities for workers while also helping firms to raise their productivity.*

Ten chapters discuss key aspects of advanced PLS analysis and its practical applications, covering new guidelines and improvements in the use of PLS-PM as well as various individual topics.

Employee Turnover

WORKFORCE MANAGEMENT TRENDS- 2021

Strategic Management of Sustainable Manufacturing Operations

A Review of the Literature

Work Redesign

The War for Talent

Companies operating in countries with volatile economies face an environment subject to turbulence. It is important to understand how these companies can overcome adversity, establish competitive advantage, and achieve superior performance. The selection of competitive drivers can help to improve the ability to capture, process, and manage information that can generate knowledge and innovation in products and processes, as well as increase strategic capacity and organizational performance. Strategy and Superior Performance of Micro and Small Businesses in Volatile Economies focuses on the ways that organizations capture information and disseminate it in their work teams, transforming this knowledge into innovative products and services that establish competitive advantage. It will improve the understanding of the role of strategy, innovation, entrepreneurship, and the effort to reduce poverty levels in societies with volatile economies and which are subject to serious social disparities. Highlighting topics such as economic development, market performance, and network economy, this publication is designed for managers, entrepreneurs, business professionals, academicians, researchers, and students.

Covering the period of the financial crisis, this Research Handbook discusses the degree of importance of different driving forces on employee turnover. The discussions contribute to policy agendas on productivity, firm performance and economic growth. The contributors provide a selection of theoretical and empirical research papers that deal with aspects of employee turnover, as well as its effects on workers and firms within the current socio-economic environment. It draws on theories and evidence from economics, management, social sciences and other related disciplines. With its interdisciplinary approach, this book will appeal to a variety of students and academics in related fields. It will also be of interest to policy makers, HR experts, firm managers and other stakeholders.

Divulging counterintuitive revelations about what it "really" takes to attract, develop, and retain top performers, this is the definitive guide to today's most urgent business dilemma.

This book offers a contemporary review of talent retention from the viewpoint of human resource management and industrial/organisational psychology. With a practical and relevant perspective it enriches critical knowledge and insight in the psychology of talent retention. It offers interpretation of difficult factors facing organisations such as the conceptualisation of talent, the forecasting of talent demand and supply, external and internal factors that influence talent attraction, development and retention, the alignment between talent management and business strategy. Also covered is the implementation of human resource practices and strategies in response to the needs of different organisational contexts and workforce characteristics. The chapter contributions will not only enrich knowledge and insight in the complex phenomenon of talent retention, but also advance new original ways of thinking and researching this critically important area of inquiry. The book is intended for graduate students and researchers as an overview of the topic of talent retention, practitioners will also find it informative.

Nonstandard Work

Global Policy Recommendations

An Interdisciplinary Collection of Managerial Research Findings and Breakthroughs

A Reader

Social Issues in the Workplace: Breakthroughs in Research and Practice

"High flyers" are high-potential employees expected to progress rapidly in their careers with the prospect of eventually filling senior positions. One cannot, however, simply recruit high flyers at will - to earn their status they must go through a necessary process of building an identity with the organization and developing loyalty to it. This book emphasizes the paradoxes involved in this process. It is a guide to the complex strategic issue of replenishing core leadership within the context of future uncertainty and within new organizational structures.

Employee turnover can be expensive, disruptive, and damaging to organizational success. Despite the importance of successfully managing turnover, many retention management efforts are based on misleading or incomplete data, generic best practices that don't translate, or managerial gut instinct at odds with research evidence. This book culminates volumes of academic research on employee turnover into a practical guide to managing retention. Turnover fictions are dispelled and replaced by research-based facts. Keys to diagnosing and managing employee turnover are presented such that you can effectively manage employee retention today. These ideas will be invaluable to you and anyone who cares about the impact of turnover on the organization, including the CEO who is looking at the impact on the bottom line, managers who suffer when their best talent leaves, and human resource professionals whose career success may depend on effectively managing turnover.

Emphasizing the director's responsibility as a leader of both people and programs in diverse communities, **DEVELOPING AND ADMINISTERING A CHILD CARE AND EDUCATION PROGRAM**, Ninth Edition, covers the business and interpersonal skills child development professionals need to implement an effective program for young children and their families. It is written primarily for students of early childhood education whether or not they plan to work in the administrative aspects of the field. The book is also a rich source of updated information for practicing directors. In this thoroughly updated edition, the authors provide practical information on all aspects of directing a program, including curriculum selection; funding; budgeting; selecting, training, and supervising staff; housing the program and purchasing equipment; working with children and parents; accrediting and licensing an early childhood center; and carrying out program evaluation and quality improvement strategies. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Are you ready and willing to get to the root causes of problems? As Medicare, Medicaid, and major insurance companies increasingly deny payment for never events, it has become imperative that hospitals and doctors develop new ways to prevent these avoidable catastrophes from recurring. Proactive tools such as root cause analysis (RCA), basic failure mode and effects analysis (FMEA), and opportunity analysis (OA) are useful in preventing error, but in healthcare, such tools are often constrained by reticence to share information about mistakes and other problems inherent to the industry. ...well written and extremely applicable to health care. Every healthcare professional should have a copy. - Matthew C. Mireles, President / CEO, Community Medical Foundation for Patient Safety, Bellaire, Texas Patient Safety: The PROACT® Root Cause Analysis Approach addresses the proactive methodologies and organizational paradigms that must change in order to support and sustain

such activities in the interest of patient safety. Written by reliability expert Robert J. Latino, this book provides a perspective on patient care from outside the health industry and culture. It teaches a proven approach that measures its effectiveness based on patient safety results, rather than compliance, and demonstrates the Return-On-Investment for using RCA to reduce and/or eliminate undesirable outcomes. Addressing the contribution of human error to physical consequences, Latino explores ways to identify conditions that are more prone to result in human error. It also uses FMEA to proactively identify unacceptable risks, and then uses the concepts of RCA to prevent risks from materializing. Are you ready to be tenacious in your approach and completely honest in your assessment? Root Cause Analysis requires courage and honesty. When properly applied RCA will point out the problems and lead you to solutions. Visit the author's website; find out if RCA is right for your organization Robert J. Latino has spent the past 10 years researching the differences in industrial culture versus the healthcare culture. In this book, he expertly makes the appropriate modifications to proven methodologies to successfully bridge the proactive technologies from industry to healthcare. Additional information, including an audio-visual presentation by the author, is available on the PROACT website at <http://www.proactforhealthcare.com>

Strategy and Superior Performance of Micro and Small Businesses in Volatile Economies

The Appreciative Inquiry Handbook

Perceived Organizational Support

Dispelling Myths and Fostering Evidence-Based Retention Strategies

NEED AND IMPORTANCE OF EMPLOYEE RETENTION IN ORGANIZATION RELATED TO HUMAN RESOURCE MANAGEMENT

Increasing Access to Health Workers in Remote and Rural Areas Through Improved Retention

There are many different types and causes of trauma and stress in the workplace that can impact employee behavior and performance. Corporations have a social responsibility to assist in the overall wellbeing of their employees by ensuring that their leaders are emotionally intelligent and that their organization is compliant with moral business standards. Occupational Stress: Breakthroughs in Research and Practice examines the psychological, physical, and physiological effects of a negative work environment. It also explores how to cope with work-related stress. Highlighting a range of topics such as job satisfaction, work overload, and work-life balance, this publication is an ideal reference source for managers, professionals, researchers, academicians, and graduate-level students in a variety of fields.

Dedicated to Professor Peter Buckley, OBE, this volume of Progress in International Business Research explores the new challenges for MNEs, SMEs (small and medium sized enterprises) and INVs (International New Ventures) emerging from this changing and increasingly unpredictable political, economic, social and technological VUCA world.

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Through extensive research *Global Talent Retention: Understanding Employee Turnover Around the World* addresses the need for turnover theory and research to give more careful consideration to global and cross-cultural perspectives on employee retention, and includes contributions from a global range of scholars.

“*Appreciative Inquiry Handbook* explains in-depth what AI is and how it works, and includes stories of AI interventions and classic articles, sample project plans, interview guidelines, participant worksheets, a list of resources, a glossary of terms, and more.

Family Factors Affecting Retention

Breakthroughs in Research and Practice

Winning the Talent War

Fostering Enthusiastic and Productive Employees

Measuring the Economic Value of Employee Performance

FACTORS AFFECTING EMPLOYEE’S RETENTION IN AUTOMOBILE SERVICE WORKSHOPS OF ASSAM AN EMPIRICAL STUDY

A member of the AWL OD Series! *Work Redesign* is a comprehensive, clearly written study of work design as a strategy for organizational change. Linking theory and practical technologies, the book develops traditional and alternative approaches to work design that can benefit both individuals and organizations.

An Updated Classic for Reducing Turnover and Improving Engagement. For decades organizations have struggled to better engage their best employees. Retention expert Richard Finnegan proposes a proven and proactive approach, the Stay Interview: an interview to uncover, anticipate, and resolve issues and concerns before your best employees leave. Stay Interviews do three things that most interviews do not: they deliver information that can be used today; they give practical insights for engaging and retaining top performers; they provide managers with a reliable process for developing individual stay plans. One of SHRM's all-time bestselling books, *The Stay Interview*, is now revised and updated to reflect Generations at work, including Millennials and Older Workers, brand-new Stay Interview questions, and introduces "Finnegan's Arrow"--a potent business-driven strategy for Stay Interviews.

The Handbook of Aging and the Social Sciences, Sixth Edition provides a comprehensive summary and evaluation of recent research on the social aspects of aging. The 25 chapters are divided into four sections discussing Aging and Time, Aging and Social Structure, Aging and Social Institutions, and Aging and Society. Within this context, aging is examined from the perspectives of many disciplines including anthropology, bioethics, demography, economics, epidemiology, law, political science, psychology, and sociology. The majority of the Handbook is virtually 100% new material. Seventeen chapters are on subjects not carried in the previous edition. Sev-

carried over from the previous edition but written by new authors with fresh perspectives and brought up to date. Some of the topics include social relationships in late life, technological change and aging, religion and aging, lifestyle and aging, perceived economic security in retirement, and aging and the law. There is also a greater emphasis on international perspectives, particularly on aging and politics, diversity and aging, and immigration. The Handbook will be of use to researchers and professional practitioners working with the aged. It is also suitable for use as a course text for graduate and advanced undergraduate courses on aging and the workforce. It has become increasingly more difficult for organizations to hire and retain qualified staff. In order to satisfy this need and to compete for talented staff, organizations will be required to develop effective employee attraction and retention strategies. To compete for and retain talented staff will depend in part on the organizations ability to identify this need and successfully to implement a plan. Further intensifying this talent acquisition need is the current workforce demographics comprising a large number of baby boomers that are eligible to retire and will be leaving the workforce in the immediate future. Demand for talent will dramatically increase due to the demographics of the workforce. This study identified and examined factors that positively influence the attraction and retention of talent for organizations. These factors include employee commitment, trust, communication, and support programs. Additionally, the study examined the practices of the Office of Personnel Management that provides guidance to the federal government agencies on talent acquisition and retention programs to determine the strategies they use to manage this staffing need crisis. This study identifies talent attraction and retention strategies organizations can develop to manage this talent sustainability issue. The findings of this study apply across organizations, both public and private. Keywords: Talented Staff Acquisition, Employee Retention, Employee Commitment, Talent Sustainability, and Employee Turnover.

Why Employees Stay

Frontiers of Business, Management and Economics

The ROI of Human Capital

Retention Strategies

Labour Turnover and Retention

Global Talent Retention

During the past decade, employee turnover has become a very serious problem for organizations. Managing retention and keeping the turnover rate below target and industry norms is one of the most challenging issues facing business. All indications point toward the issue compounding in the future and, even as economic times change, turnover will continue to be an important issue for most job groups. Yet despite these facts employee turnover continues to be the most unappreciated and undervalued issue facing business leaders. There are a variety of reasons for this, for example, the true cost of employee turnover is often underestimated. The causes of turnover are not adequately identified, and solutions are often

not matched with the causes, so they fail. Preventive measures are either not in place or do not target the issues properly, and therefore have little or no effect, and a method for measuring progress and identifying a monetary value (ROI) on retention does not exist in most organizations. 'Managing Employee Retention' is a practical guide for managers to retain their talented employees. It shows how to manage and monitor turnover and how to develop the ROI of keeping your talent using innovative retention programs. The book presents a logical process of managing retention, from identifying turnover costs and causes, designing solutions that match the causes of turnover, developing tools for tracking turnover and placing alerts when action is needed, and measuring the ROI of retention programs.

Prepare for career and HR success with the text that has set the standard for excellence in human resource management. HUMAN RESOURCE MANAGEMENT, 15th Edition, offers the most current look at HRM and its impact on the success of organizations today. A leading resource in preparing for professional HR certification, this edition ensures you address all major topics for the various professional examinations given by the Society for Human Resource Management and the Human Resource Certification Institute. The latest HR research and an effective blend of solid theory and contemporary practice highlight emerging trends driving change in HRM today, including technology, globalization, competencies and HR metrics. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Heritage, Culture and Society contains the papers presented at the 3rd International Hospitality and Tourism Conference (IHTC2016) & 2nd International Seminar on Tourism (ISOT 2016), Bandung, Indonesia, 10–12 October 2016). The book covers 7 themes: i) Hospitality and tourism management ii) Hospitality and tourism marketing iii) Current trends in hospitality and tourism management iv) Technology and innovation in hospitality and tourism v) Sustainable tourism vi) Gastronomy, foodservice and food safety, and vii) Relevant areas in hospitality and tourism Heritage, Culture and Society is a significant contribution to the literature on Hospitality and Tourism, and will be of interest to professionals and academia in both areas.

Qualitative research has become a legitimate approach within the information systems

community, but researchers have traditionally drawn upon material from the social sciences given the absence of a single source relevant to them. Qualitative Research in Information Systems: A Reader represents just such a volume and is both timely and relevant. Information systems and qualitative research articles are now widely used for teaching on many upper level courses in information systems, and there is demand for a definitive collection of these readings as a basic reader and teaching text. This book expertly brings together the seminal works in the field, along with editorial introductions to assist the reader in understanding the essential principles of qualitative research. The book is organised according to the following thematic sections: · Part I: Overview of Qualitative Research · Part II: Philosophical Perspectives · Part III: Qualitative Research Methods · Part IV: Modes of Analyzing and Interpreting Qualitative Data Qualitative Research in Information Systems: A Reader should become the benchmark reference point for students and researchers in information systems, management science and others involved in information technology needing to learn about qualitative research.

Heritage, Culture and Society

Management Education for Global Leadership

A Strategic Approach to Attracting, Developing and Retaining the Best People

The Changing Role of States and Firms

Applying Partial Least Squares in Tourism and Hospitality Research

Proceedings of The International Conference on Business and Technology (ICBT 2021)

An individual's success as a manager is largely dependent on the effectiveness of the training and education they received. However, as new technologies and management techniques emerge within the field, it becomes necessary to evaluate ways to optimize management education programs. Management Education for Global Leadership examines the complexities and challenges present in improvising the learning process in education programs. Highlighting real-life experiences, theoretical concepts, and practical applications within the field, as well as the role of information technologies in management education and training programs, this publication is a critical reference for scholars, practitioners, policy makers, students, politicians, and managers.

This book constitutes the refereed proceedings of the International Conference on Business and Technology (ICBT2021) organized by EuroMid Academy of Business & Technology (EMABT), held in Istanbul, between 06–07

November 2021. In response to the call for papers for ICBT2021, 485 papers were submitted for presentation and inclusion in the proceedings of the conference. After a careful blind refereeing process, 292 papers were selected for inclusion in the conference proceedings from forty countries. Each of these chapters was evaluated through an editorial board, and each chapter was passed through a double-blind peer-review process. The book highlights a range of topics in the fields of technology, entrepreneurship, business administration, accounting, and economics that can contribute to business development in countries, such as learning machines, artificial intelligence, big data, deep learning, game-based learning, management information system, accounting information system, knowledge management, entrepreneurship, and social enterprise, corporate social responsibility and sustainability, business policy and strategic management, international management and organizations, organizational behavior and HRM, operations management and logistics research, controversial issues in management and organizations, turnaround, corporate entrepreneurship, innovation, legal issues, business ethics, and firm governance, managerial accounting and firm financial affairs, non-traditional research, and creative methodologies. These proceedings are reflecting quality research contributing theoretical and practical implications, for those who are wise to apply the technology within any business sector. It is our hope that the contribution of this book proceedings will be of the academic level which even decision-makers in the various economic and executive-level will get to appreciate.

Retaining Valued Employees briefly summarizes the current research in the area of employee turnover, and provides practical guidelines to implement proven strategies for reducing unwanted turnover.

As companies and organizations continue to grow economically, it has become pertinent to also implement business and management practices that help relieve environmental and social stressors created by manufacturing processes. Strategic Management of Sustainable Manufacturing Operations features an inclusive overview of various management practices that contribute to the sustainability efforts of an organization. Highlighting successful techniques being implemented and utilized by different companies, this publication is an essential reference source for researchers, academics, consultants, policy makers, and practitioners interested in sustainable performance measurement, supply chain design, and operations management.

The Key to Attract and Retain Excellent Employees

Psychology of Retention

For Leaders of Change

Understanding Employee Turnover Around the World

Patient Safety

Occupational Stress: Breakthroughs in Research and Practice

Corporations have a social responsibility to assist in the overall well-being of their employees through the compliance of mor

Read Book Factors Affecting Employee Retention Evidence From

standards and practices. However, many societies still face serious issues related to unethical business practices. Social Issues in the Workplace: Breakthroughs in Research and Practice is a comprehensive reference source for the latest scholarly material on the components and impacts of social issues on the workplace. Highlighting a range of pertinent topics such as business communication, psychological health, and work-life balance, this multi-volume book is ideally designed for managers, professionals, researchers, and academics interested in social issues in the workplace.

Today's constantly changing work environment is fraught with job uncertainty, frequent mergers and acquisitions, and a general breakdown of trust between employer and employee. More than ever, it is critical for managers to proactively shift away from viewing employees as marginal capital to empowering them as human capital. Perceived organizational support—employees' perception that an organization values their contribution and cares about their well-being—mutually benefits both employees and their organizations and is integral to sustainable employer–employee relationships. Using organizational support theory and evidence gathered from human resource studies, Eisenberger and Stinglhamber demonstrate how perceived organizational support affects employees' well-being, their orientation toward the organization and work, and behavioral outcomes favorable to the organization. The authors illustrate their findings with employee experiences and strategic approaches of major organizations such as Southwest Airlines, Wal-Mart, and Google. Organizational psychologists, management consultants, managers, and graduate students will obtain a clear understanding of perceived organizational support and the practical knowledge needed to foster its development and positive outcomes.

Master's Thesis from the year 2013 in the subject Business economics - Personnel and Organisation, grade: A, University of Ghana (University of Ghana Business School), course: MPhil Human Resource Management, language: English, abstract: The study examined the relationship among antecedents, employee turnover intention and outcome variables. First, it was proposed that pay satisfaction, affective commitment, transformational leadership, transactional leadership, psychological climate, normative commitment and continuance commitment would antecede employee turnover intention. Next, turnover intention was expected to influence pay satisfaction, absenteeism. Finally, thoughts of quitting was presented as a moderator between turnover intention and absenteeism as accountable work behaviour. A nonexperimental, cross-sectional, descriptive correlational design was adopted for the study. A multi-stage sampling method was used to select the three hundred and forty (340) employees who completed the survey instrument. The data were tested through correlational and hierarchical regression analytic procedures. The antecedent variables were all significantly and inversely related to employee turnover intention and employee turnover intention on the other hand was also significantly related to acceptable absence legitimacy. However, for the turnover intention model, the hierarchical regression analysis results indicated that affective commitment, normative commitment, pay satisfaction, job satisfaction and transformational leadership predicted employee turnover intention to quit. For the absenteeism model, the hierarchical regression analysis results showed that turnover intention did not predict employees' perception of acceptable and accountable absence legitimacy and thoughts of quitting did not also moderate the relationship. It was concluded that management in the SLCs should pay utmost attention to employees pay satisfaction, job satisfaction and transformational leadership. In the current economic environment, retention is one of the foremost concerns of all organisations. Leading organisations a

retention as a key challenge and central objective; and no organisation can expect to survive if its retention game is not on point. A sound retention strategy results in lower staff turnover rates, which means: Reduced costs to the company, higher revenues and productivity, more productive staff and increased work morale. Retention is, in fact, a win-win deal for both parties - the employer and the employee. Retention Strategies is a complete how-to book to help you implement a sound retention strategy for today's workplace. This book uncovers the business case for retention strategies and the cost implications of high staff turnover. The role of rewards and remuneration only accounts for 25% of the stay decision, nevertheless it is a ticket to the retention game - it just has to be fair. Retention Strategies Whilst engagement does not necessarily cause retention, there is some relationship. Remuneration options for retention and engagement are typically used in organisations. This assumes that we have ticked all the other retention boxes like interesting work and great career opportunities. The Employee Value Proposition (EVP) and its link to retention and remuneration. Retention strategies for different generations. Retention Strategies is essential reading for anyone who manages or leads people currently or will lead them in the future. It will give you the tools to ensure people will want to work for you, follow you and stay with you. Retention Strategies is also intended for HR and rewards professionals who are often responsible for crafting policy involving employment. This book may provide you with some ideas on what to include and exclude in your policies.

Employee Turnover Intention. Empirical Evidence from the Savings and Loans Companies in Ghana

The PROACT Root Cause Analysis Approach

Retaining Valued Employees

The Nature and Challenges of Changing Employment Arrangements

Sustainable Finance, Digitalization and the Role of Technology

Qualitative Research in Information Systems

"World Health Organization (WHO) has drawn up a comprehensive set of strategies to help countries encourage health workers to live and work in remote and rural areas. These include refining the ways students are selected and educated, as well as creating better working and living conditions ... The guidelines are a practical tool all countries can use. As such, they complement the WHO Global Code of Practice on the International Recruitment of Health Personnel, adopted by the Sixty-third World Health Assembly."--Preface.

The lifeblood of any business enterprise is its people. Yet it wasn't until the publication of the groundbreaking book The ROI of Human Capital that there was a reliable way to quantify the contributions of people to corporate profit. Completely updated with new metrics, the book shows executives and HR professionals how to gauge human costs and productivity at three critical levels: organizational (contributions to corporate goals) • functional (impact on process improvement) • human resources management (value added by five basic HR department activities) The second edition contains new material on topics including corporate outsourcing, developments in behavioral science, and advances in trending and forecasting that have dramatically changed the way organizations measure the bottom line effect of employee

performance. Utterly up-to-date, this is the go-to resource for organizations performing the essential task of measuring the value of their people.

Perceived Organizational Support Fostering Enthusiastic and Productive Employees Amer Psychological Assn

Handbook of Aging and the Social Sciences

Developing and Administering a Child Care and Education Program

Theory, Research and Practice

The Power of Stay Interviews for Engagement and Retention

ORGANIZATIONAL STRATEGIES FOR EMPLOYEES RETENTION IN THE EMERGING ENVIRONMENT A STUDY OF INSTITUTIONS OF HEALTHCARE ORGANIZATIONS IN UTTARAKHAND

Research Handbook on Employee Turnover