

**"A STUDY ON EMPLOYEES ATTIRION IN CORPORATE  
WORKPLACE SPECIAL REFERENCES IN MUKKAM"**

**Project Report**

Submitted by

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Under the guidance of

**MS. ELIZABETH RINI K F**

*In partial fulfilment of requirements for the award of the post graduate degree of*

**Master of Commerce and Management**



**ST. TERESA'S COLLEGE (AUTONOMOUS), ERNAKULAM**

**COLLEGE WITH POTENTIAL FOR EXCELLENCE**

Nationally Re-Accredited at 'A++' Level (Fourth Cycle)

Affiliated to

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**CERTIFICATE**

This is to Certify that the project report titled "**A STUDY ON EMPLOYEES ATTIRITION IN CORPORATE WORKPLACES SPEACIAL REFERENCES IN MUKKAM** " submitted by **NIKITHA K P** towards partial fulfilment of the requirements for the award of post graduate degree of **Master of Commerce and Management** is a record of Bonafide work carried out during the academic year 2024-25.

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**Place: ERNAKULAM**

**Date: 31.03.2025**

## **DECLARATION**

I, **NIKITHA K P** hereby declare that this dissertation titled, "**A STUDY ON EMPLOYEES ATTIRITION IN CORPORATE WORKPLACES SPEACIAL REFERENCES IN MUKKAM**" has been prepared by me under the guidance of **MS. ELIZABETH RINI K F**, Assistant Professor, Department of Commerce, St. Teresa's College, Ernakulam.

I also declare that this dissertation has not been submitted by me fully or partly for the award of any Degree, Diploma, Title or Recognition before.

**Place: ERNAKULAM**

**NIKITHA K P**

**Date:**

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**NIKITHA K P**

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# **CHAPTER 1**

## **INTRODUCTION**

## **CHAPTER 2**

### **REVIEW OF LITERATURE**

**CHAPTER 3**

**THEORETICAL FRAMEWORK**

## **CHAPTER 4**

### **DATA ANALYSIS AND INTERPRETATION**

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## 1.1 INTRODUCTION

The aim of the project is to determine the employee attrition rate in business environments. The major objective of the research is to learn the reasons and consequences of employee attrition in various environments. Employee attrition, turnover, or churn is the rate at which employees leave a business and require replacement by other workers. Companies apply it as one of the measures to assess the stability of their workers. Employee attrition is brought about by numerous “factors” both voluntary and involuntary in nature. Voluntary attrition occurs when workers leave a business on their own accord for a variety of reasons, ranging from better professional opportunities, work-life concerns, career advancement, or other factors.

Involuntary attrition occurs when workers are forced to leave a business due to factors not within their control, i.e., lay-offs, restructuring, or performance issues. The proportion of workers leaving a business over a period of time to the average number of workers over the same time frame is called the attrition rate. Employee attrition rates are monitored by companies as major indicators of labour stability.

The goal of this project is to investigate why employees leave work in Mukkam cooperative offices. The retention of talent poses a singular problem for cooperative societies, as these societies prefer working on mutual responsibility and remuneration. Workflow maximization and employee happiness as well as sustainability in the long term rely on insight into why employees leave jobs in such offices. All the variables influencing attrition will be studied in the research, from organizational culture and work-life balance to leadership paradigms, job satisfaction, remuneration packages, and opportunities for professional growth. With a variety of businesses from manufacturing to retail and IT services, Mukkam is a diversified environment in which to study trends in employee retention. Adding to the problem of attrition is the fact that the district is located close to Mukkam, a big city, which offers an environment where employees are likely to look for alternatives beyond current position. Inadequate Benefits and Compensation: Compensation is a significant factor in determining how content the employees are. Workers will be motivated to look for other employment when they feel their salaries are not competitive or the benefits they are being offered are unjust.

- **Poor Work-Life Balance:** Too long hours, a too heavy workload, and poor work-life balance can all cause burnout among employees. Employees who feel stressed and overwhelmed may decide to leave in search of a healthier workplace.
- **Unhealthy Work Environment:** An unhealthy work environment can be caused by a toxic workplace culture, conflicts with coworkers or management, and disrespect.

When employees feel valued, respected, and supported, they are more likely to remain with a company.

- **Lack of Appreciation and Recognition:** None of the employees will work if they feel that their contributions are not recognized or appreciated. In whatever form, expressed officially or through small gestures, appreciation and recognition can both boost employee retention and satisfaction.
- **Uncertainty regarding the stability of employment,** for instance, the risk of company reorganizations or lay-offs, tends to make employees jittery. In this case, employees tend to actively seek alternative safer employment.

To assist HR practitioners, organisational leaders, and lawmakers in the formulation of a more stable, productive, and happier workforce, this research aims to enhance understanding of employee attrition in Mukkam cooperative work settings. The research will assess the potential and challenges for the local labor force in providing useful concepts for reducing turnover and enhancing overall employee satisfaction in the locality.

## **1.2 SIGNIFICANCE OF THE STUDY**

Investigating employee attrition in corporate settings, taking into account variables like work schedule, compensation, overtime benefits, and job autonomy, is the goal of this study. When workers leave the company for whatever reason—voluntary or involuntary—such as retirement, resignation, firing, or death, this is referred to as employee attrition. Employers can learn how successfully they are keeping their talent by monitoring attrition rates. For instance, a high attrition rate suggests that workers are quitting on a regular basis.

## **1.3 SCOPE OF THE STUDY**

The purpose of this study is to look at corporate employee attrition. One hundred employees were surveyed for the study using a questionnaire. Its goal is to ascertain how attrition affects companies. Given that attrition is a prevalent problem that encourages staff members to discuss their practical needs and challenges within the firm, this study has wide-ranging consequences for all types of businesses

## **1.4 STATEMENT OF PROBLEM**

The goal of this study is to investigate and evaluate employee attrition in business settings. How well an organization's personnel fulfil deadlines, close deals, and build strong relationships with customers is a key indicator of its success. Employee attrition costs have a significant impact on

organizations; as such, the human resources department, one of the most important departments, should forecast these attritions for efficient management.

Costs associated with hiring, onboarding, and replacing lost production personnel are high. High turnover rates can lower employee engagement and lower morale among surviving staff members. Working next to coworkers who frequently left their employment due to recent appeals on this topic may make one feel uneasy. A company's employer brand can be damaged by excessive staff turnover, which may ultimately hinder growth and competition.

## **1.5 OBJECTIVES OF STUDY**

- To determine which are the main causes of employee attrition in cooperative workplace in Mukkam.
- To evaluate the success of existing retention strategies in corporate workplace
- To formulate suggestions for enhancing employee retention in corporate work place settings.
- To determine if employees are getting enough amenities.

## **1.6 HYPOTHESIS OF STUDY**

H0: There is no significant relationship between satisfaction of employees on their job and year of service.

H1: There is significant relationship between satisfaction of employees on their job and year of service.

## **1.7 RESEARCH METHODOLOGY**

### **1.7.1 SOURCES OF DATA**

#### **1.7.1.1 PRIMARY DATA**

Administered a survey to gauge employee happiness, plans to leave, and projected intentions for retention tactics. conducted one-on-one interviews with staff members to learn more about their viewpoints on retention and attrition

#### **1.7.1.2 SECONDARY DATA**

Secondary data for the study was collected from various books, articles published in online journals, magazines and websites.

### **1.7.2 SAMPLE DESIGN**

Sampling Technique: Convenient sampling technique is used for collecting data

Sample Size: 100 Samples

### **1.7.3 DATA ANALYSIS TOOLS**

Descriptive statistical tool (percentage, mean, standard deviation) to analyse the survey response

Inferential statistical tool (chi-square and correlation test, Regression analysis, ANOVA)

Visualization (pie chart, bar graph, column chart, histogram)

## **1.8 LIMITATIONS OF THE STUDY**

- It is possible that the responders' answers are not always sincere.
- Some responders are not giving thoughtful responses to the questions posed.
- It's possible that some respondents gave biased responses.
- Since the data source is primary, it was gathered from a particular set of individuals or institutions. This could restrict how broadly the results can be applied to the entire population.

## **1.9 KEY WORDS**

Employees attrition: Employees leaving their organisation for unpredictable or uncontrollable reasons. It is a nature process by which employees leave the workforce

Employee retention: It is the organisation goal of keeping productive and talented workers and reducing turn over by fostering a positive work atmosphere to promote engagement

Corporate Jobs: Position within a corporate organisation. An employee positions

Within a large company organisation or corporation which can sometimes be composed of several branches in different regions or global locations

## 1.10 CHAPTERISATION

**Chapter 1- Introduction:** This chapter deals with the introduction of the study, its significance, scope, objectives, limitations and the methodology used in the current study.

**Chapter 2 - Literature Review:** This chapter consists of the summaries of the prevailing literatures relating to our study. These published research papers were reviewed in order to understand the nature of the study.

**Chapter 3 - Theoretical Framework:** This chapter gives an overview about the study. It gives the foundation for developing and supporting the current study.

**Chapter 4 - Data Analysis and Interpretation:** The data collected from various sources are sorted and analysed in this chapter. The tools used for analysis of the data help in giving a clear picture about the study and thus helping in interpretation of the same.

**Chapter 5 - Findings and Conclusion:** This is the final chapter where a summary of the findings and conclusion to the study are stated.

## LITERATURE REVIEW

**2.1** In any research, if is necessary to carry out comprehensive literature survey to identity the research gaps and also the scope for conducting the study. In order to be innovative, literature survey inevitable. So in this chapter, an attempt is made to review some of the existing literature. A study of this will give us an idea about the facts and figures to be collected and the interpretation to be made relating to the same. The study to be conducted will not attain to its perfection without a proper understanding of the previous study conducted in the same field. An earnest attempt is also made to incorporate the suggestions and recommendations made by some of the authors. Book, Journals, reports and articles relevant to the present study have been reviewed in this context.

- **KUMAR (2022)**, concluded that employees prefer to work for organization that offer both career development opportunities and competitive compensation packages. The purpose of the study was to analyze the impact of talent management strategies on employee retention through a descriptive study
- **AI-SURAIHI ET AL (2021)**, recommended that attrition has a negative impact on an organization's performance due to the associated costs of employee turnover. This impact includes decreased productivity, sustainability, competitiveness and profitability.
- **TAYE AND GETNET (2020)**, states that employee attrition is caused by several factors such as limited career development opportunities, heavy workloads, a lack of participation in decision-making processes, low morale at work, and a general lack of demand in the labor market. These factors can negatively impact an organization's performance.
- **SINGH D (2019)**, states that employees are an organization's most valuable asset, but retaining them can be a significant challenge for managers. Replacing key employees carries high costs, making robust retention strategies crucial. This study aims to critically analyze existing research on employee retention, identifying factors that lead to employee departures and exploring the initiatives organizations use to retain their workforce.
- **MS. LOGANATHAN AND S. ASHWINI (2017)**, identified that the shortage of opportunities and low payment are the main factors that influence workers to change their professions or jobs. To reduce attrition and harassment, companies should provide

opportunities for the growth and development of their employees within the organization by implementing modern and innovative automation and effective training programs.

- **DEVI T., & LAKSHMI, A. (2016)**, according to the journal article employee attrition is caused due to the ineffective human resource policies of the company. The rate of attrition in the Information Technology (IT) sector is higher than the other industries. The employees are assuming several challenges in their work day by day. Target-based work has been assigned to the employees working in the IT companies. Target accomplishment is tough many times and it leads to employee attrition.
- **SALEEM AND AFFANDI (2014)**, explored that impartiality of awards and the opportunities for advancement were considered to be the critical factors affecting an employee's decision to quit a company.
- **GAYATRI NEGI (2013)**, says that the most precious resource for a company is its workforce. They are the ones who provide the company value in both quantity and quality. Attrition can only be reduced; it is unavoidable and will always occur. When it comes to attrition control, intrinsic variables might be just as essential as extrinsic factors, if not more so. Controlling attrition may be aided greatly by effective leadership. The organization is not always negatively impacted by attrition.
- **ALAO D. & ADEYEMO A.B (2013)**, according to the journal the major issue in knowledge-based firms is employee churn. When workers go from a company, they take behind them priceless tacit knowledge, which frequently gives the company a competitive edge. An organization should make it a duty to limit staff attrition in order to maintain a better competitive edge over its competitors. This study finds characteristics connected to workers that can predict employee attrition in businesses.
- **DAS, B. L., & BARUAH, M. (2013)**, states that the organizations today face a dual challenge: effectively managing skilled employees and keeping them on board. This is crucial because employee knowledge and skills directly impact a company's economic competitiveness. However, ensuring continuous employee satisfaction presents another hurdle for employers. Recognizing the vital role of retention, this study examines existing research on employee retention and the factors influencing both retention and job satisfaction among employees.

- **SUHASINI (2013)**, recommended that workers leave their jobs due to dissatisfaction with organizational practices, low pay, lack of motivation, and poor working conditions. However, if workers are provided with better career opportunities, a transparent and trustworthy work environment, positive utilization of their skills, and effective management policies regarding rewards and recognition, then it is recommended that they stay with the company.
- **BOYAR ET AL. (2012)**, purposed six causes which assist in describe why employees quitting intrinsic jobs. These Components are household conditions, move space, job-title, employment strain, bond with companions and supervisory subsistence. It was initiated that workmen quit the organization who have less financial obligations.
- **ZACHARIAH (2012)**, suggested that there are unconventional reasons for quitting a job, including organizational factors that influence an employee's decision to leave, the employee's attitude towards work culture, and the IT department's perception of the organization.
- **JOY P. AND RADHAKRISHNAN (2012)**, pinpointed six components meticulous attrition, HR strategy of the organization, superiors etiquette with subservient, influencing commercial forces, co-worker impact and chances in the community which influences attrition. A pragmatic association between all the components was by the correlation matrix.

### **3.1 INTRODUCTION TO CORPORATE WORKPLACES**

An organizational environment in which employees collaborate to achieve company goals is known as a corporate workplace. Duties, roles, and hierarchies are all clear in this structured environment. Workers typically work together in teams in a corporate environment under the supervision of managers or top management in an effort to assist firm activities, products, or services.

For commercial objectives to be achieved while still maintaining professional values, the working environment fosters a culture of collaboration, innovativeness, and effectiveness. Communication is fundamental in business environments, either through project management software, emails, or meetings. Performance, opportunity for growth, and company principles are also emphasized. Finance, technology, medicine, and other sectors can all have corporate workplaces, and they each have incentives and issues that affect employees.

More than merely a physical space with formal frameworks and set processes, the corporate office is more. It is sustained by haphazard conversations, serendipitous encounters at the water cooler, and muted discussions during lunch hours. These human-to-human interactions are integral to every company. By reminding us that we are all human beings navigating the complexities of the working world under the suits and titles, they build trust and camaraderie.

Corporate environments encourage a professional environment while having a great emphasis on production, efficiency, and teamwork. With clear power and duties for every function, employees have to follow prescribed norms. Innovation, employee development, and maintaining a performance culture are also given importance. Corporate settings place emphasis on productivity, efficiency, and collaboration as well as in creating a professional atmosphere. Every position possesses some authority and duty, and staff must abide by set norms. Innovations, training of employees, and having a performance-oriented culture are also priorities. Lastly, professional behaviour, collaboration, and systematic protocols are all imperative to the success of a corporate workplace in fulfilling common objectives. As collaboration and flexibility gain higher importance, organizations are coming to understand how indispensable it is to develop work climates that enhance satisfaction among employees as well as reduce turnover. A happier and more productive place can be produced in the business world by keeping open communication lines, common purpose, and co-operation at heart. A healthy business environment ultimately guarantees sustainable success and competition in an uncertain market by guaranteeing individual success as well as organizational success.

### **3.2 ORIGIN OF CORPORATE WORKPLACES**

The modern corporate office, a dedicated place for team work, has a rich and multifaceted history that is inextricably intertwined with economics, society, and technology. Guildhalls developed

as social institutions during the Middle Ages, offering merchants and artists a shared room for meeting, work, and warehousing. Early forms of professional associations that encouraged cooperation and controlled commercial activities were the guilds that functioned within these halls. Guildhalls created the idea of an office space specifically for group work and gave members a feeling of shared purpose, although not nearly similar to today's businesses. The corporate headquarters was revolutionized in the early 20th century. A new era in office design began with the development of technology, including the typewriter, phone, and computer. The first office structures with separate spaces for administrative duties were built taking this into account. Individual offices were taken up by managers and executives in the early office layout, and secretarial staff tended to toil within an open communal space. When the notion of "office efficiency" came in vogue in the 1920s and 1930s, business houses began looking to create workspaces that would be productivity optimizers. Part of a move to improve productivity, minimize distractions, and offer more formal spaces, designers and architects started experimenting with office designs. Region of post-World War II economic growth and technological innovations profoundly altered the corporate office. Open-plan office spaces were one of them; their purpose was to enable cooperation among workers and increase communication, which improved employees' performance. The development of cubicle farms for specialty work has become possible with new technologies like computers and fax machines. Though such cubicles did provide some measure of isolation, they tended to create dull working spaces that had a negative impact on productivity levels and employee satisfaction. Before the Industrial Revolution, most work was performed on farms or small workshops and centered around agriculture or craftsmanship. Small partnerships or families typically owned businesses, which had a less formal, decentralized organization. Big corporations as we know them today did not exist. Rather than labouring in huge hierarchical bureaucracies, employees worked in trade or crafts, and the relationship between employer and employee was often direct and personal. Despite this, corporate forms date back to ancient societies. For example, the Roman military and government operations were organized in some form. Employee adaptability and teleworking abilities have experienced a revival in popularity this century. Flexibility and remote work options have become increasingly significant in the twenty-first century. Advances in cloud-based technologies and the internet have enabled many employees to work effectively from places other than the traditional office. By focusing on productivity and health rather than physical presence, the movement towards hybrid work models erodes the traditional notion of the corporate office. The corporate environment has evolved with time to keep up with how work is changing. During the evolution from guildhalls to modern technology-enabled offices, there has been ongoing debate over the ideal workplace and an ethos of creativity and flexibility. The future of the corporate workspace is in doubt as a result of the continuous revolution in

technology and the evolving interests of society, but innovation and concern for human welfare are set to remain key considerations.

### **3.4 ORIGIN OF MUKKAM CORPORATIVE WORKPLACE**

Mukkam, a place near city of Calicut in Kerala has witnessed a drastic development in its working environment over the past decades. Mukkam corporate working environment illustrates the unique historical, cultural evolution, and economic growth of the state, the commercial capital of Kerala. The growth of corporate offices in Mukkam is also closely interlinked with Kerala's development, especially in post-independence era and the overdrive globalization of Indian economy. Before the Industrial Revolution, work mostly took place in rural settings or in small workshops and was largely devoted to agriculture or crafts. Families or small partnerships ran the businesses, which had a less formalized, decentralized organization. Giant corporations as we know them did not exist. Instead of laborers being employed by large hierarchical companies, they practiced a trade or a craft, and the worker-employer relationship was often intimate and personal. Mukkam economic landscape started shifting during the middle of the 20th century, when new industries began to evolve. However, while there was a thriving business environment for small and retail businesses in the city, a more structured corporate sector did not develop in Mukkam until the 1990s when India's economy was liberalised. Most of this was driven by information technology and services sectors. The corporate workplace development continued with expansion of infrastructure, increased access to technology, and establishment of educational institutions. Well-planned parts of the city became business hubs when companies began to move in, and contemporary office spaces were born. Mukkam also witnessed the mushrooming of co-working spaces which particularly attracted small businesses, freelancers and entrepreneurs. These areas offered the flexibility and creativity needed to meet the growing demand for collaborative workspaces.

Now, you see office designs for media houses and modern companies side by side with regular types of businesses in the corporate office in Mukkam. With its rapid growth as an IT hub along with its emphasis on connectivity and infrastructure, the city is paving the road for the corporate world of tomorrow.

### **3.5 THE EVOLVING LANDSCAPE OF CORPORATE WORK**

Technology is key in today's workplace for supporting hybrid work patterns and driving collaboration. Tools like project management software, cloud-based technologies and video conferencing systems allow for seamless coordination and communication between teams in different parts of the country or the world. In addition to that, repetitive work is more and more handled by automation, leaving staff members with more time for work at strategic and creative level. With more focus on employee well-being, ideas of human-centered design is becoming increasingly vital in workplace design.

This approach focuses on rendering practical yet comfy spaces.

Natural light, ergonomic furniture, biophilic design that fuses to nature, and other spaces prepared for relaxation are becoming increasingly common.

which making a profound impact on the corporate workplace. Hybrid work paradigms have been brought to life in the modern office environment — one of the most significant impacts of the COVID-19 epidemic.

This stint was a flash point, showing that there is a lot of benefits and possibility to working remotely in many jobs. Consequently, companies are embracing hybrid approaches that allow employees to divide their time between their homes and their offices — or wherever they work. To do so, workspaces must be redesigned to prioritize collaborative hubs over traditional workstations.

There has been a significant evolution in the work culture over the past few years. Traditional corporate structures with a top-down management style rewarded long hours and face-time. The workplace of today, however, is more focused on work-life balance, flexibility, and collaboration. More recently, Gen Z and millennials joined the movement toward more purpose at work, in employment decisions based on values such as diversity, inclusivity and sustainability.

A central concept in this shift is a “flexible workplace.” Flexible work arrangements, remote working options, and the availability to work outside the office in a co-working space or at home are growing norms. This transformation, which highlights a deeper awareness of the need for employees to manage their personal and professional lives, leads to higher levels of job satisfaction and productivity. Employees not only want flexibility, they are now demanding a level of openness, acknowledgment, and meaning in their job. Organizations are making significant investments in employee career development, wellness, and mental health support. With the growing competitiveness of the market, businesses have cut down on workforce but its been well said that " Money can hire you but only the workplace can retain you", this has led to employee retention becoming a top priority. Freelancing & the Gig Economy

A second significant transformation of the corporate environment is the rise of the gig economy and self-employment. The emergence of platforms such as Upwork, Fiverr and TaskRabbit has started a trend which sees more people working on a freelance basis or as short-term contractors rather than be employed in a full-time job. Because of this change, employees have the freedom to choose projects, set their hours and have more autonomy in general. Utilizing independent contractors or freelancers allows businesses to tap specialized expertise without the long-term commitment and overhead associated with full-time employees.

The corporate workplace is always evolving, with new opportunities and challenges. Ensuring that every employee, wherever in the world they do their work, has equal access to technology and resources is critical. In addition, innovative approaches to team building, communication and engagement are essential in establishing a powerful corporate culture and (a sense of) belonging in a hybrid work ecosystem. The corporate workspaces of today showcase a dynamic interplay between technology, human-centered design, and flexibility. It is critical for firms to

adopt these trends and create workspaces that meet employees' ever-evolving needs. Doing so will enable them to attract and retain talent better, foster creativity, and thrive in the ever-changing workplace.

### **3.5 CHARACTERISTICS OF CORPORATE WORKPLACES**

Organizational workplaces, particularly those in large-scale organizations, are shaped by various factors, including organizational culture, market dynamics, technological advancements, and employee expectations. The business environment has been slowly adapted to not only internal target but also external challenges resulting into a large diversity of workplace characteristics. Besides directing the day-to-day of businesses, these characteristics affect employee happiness, productivity, and the overall success of the company. Here are some of the key traits that characterize contemporary corporate workplaces.

- **Hierarchy and Organization**

A clear hierarchy is a hallmark of much of the business world. This often involves an organizational hierarchy, with middle management overseeing teams or departments, weathered executives at the top, and all workers doing the work at the bottom. This framework will help organizations maintain order, establish roles and ensure accountability. Many companies have formal, clearly distinguished hierarchy in titles, reporting lines, and responsibilities. However, some innovative companies are embracing much more horizontal, decentralized organizational structures. Such arrangements encourage collaborative decision-making, greater freedom of employees, and the breakdown of traditional power structures. The outdated pyramid model is still widespread across many industries, but the major advantages of such arrangements are enhanced communication and a more agile response to change.

- **Corporate Culture and Environment**

Corporate culture is a defining trait of every workspace, and it consists of the beliefs, values, norms, and behaviors that determine how individuals within an organization interact with each other and work together. The culture of a company often resembles the style of leadership, the mission, and vision of the company and can differ widely from organization to organization.

It is those corporate environments where there is pressure on competitive cultures, and one can even motivate people in terms of bonuses, promotions, or rewards. Whereas other companies thrive on cooperation, collaboration, and employee well-being to foster a collective, inclusive, and sympathetic environment. And so now most businesses operate under DEI (diversity, equity, and inclusion) centric cultures, creating a workspace everyone respects and appreciates regardless of their background.

Massive changes are being imposed upon the modern workplace, with a focus not only on the worker but also on the workers—well-being. Design ideas both the physical and cultural aspects of work place are now increasingly beginning to be focused on people. The method incorporates natural lighting, proximity to greenery, ergonomic seating and relaxing designated areas. Furthermore, creating a positive and inclusive workplace is essential because this is the best way to attract and retain top candidates while making work a place where mental sensitivity and employees' well-being take precedence.

A radical transformation is happening in the corporate office of today, where a lot of emphasis is being placed on the well-being of the employees. The person-centric movement is on the rise because design concepts are focusing on the physical and cultural nature of the workplace. Natural light, access to open spaces, ergonomic chairs and designated rest space are all on the agenda. Essentially, it is increasingly important to foster a healthy and inclusive workplace where employee well-being and mental health awareness are a key component of the effort to attract and retain top-flight talent. A blend of social, technological, and fiscal forces have led to a continuing evolution of the conditions of the corporate work environment. In order to create effective and successful workplaces in the future, organisations will need to be flexible, use technology responsibly, prioritise their employee's wellness as of utmost importance and use sustainable means to shape their environments. Design that combines the physical and cultural aspects of the workplace is emerging from our new-found focus on human-centered work. This approach includes ergonomic furniture, access to natural light, green spaces, and designated areas to rest.

### **3.6 ADVANTAGES OF CORPORATE WORKPLACES**

Corporate office cultures have a variety of advantages to both workers and employers. These are some of the key advantages:

- **Employment Stability**

Corporate jobs are generally more stable and secure in employment than gig economy or freelance work. Large companies are usually long-standing, with well-established systems and processes, which can be the basis for long-term job opportunities.

- **Career Advancement and Progress**

Corporations spend more on employee development initiatives, mentorship, and training, which will result in the advancement of workers within the firm. More formalized career paths are typically in place, such as promotions or lateral moves to a new department or position.

- **Structured Work Environment**

A corporate culture will have more delineated expectations, norms, and laws, that will help guide workers better in their activities and accomplish a smoother work-life blend. These workplaces will have preset work schedules, designated workspace, and well demarcated positions of job function.

#### 4. Benefits and Perks

Companies typically offer a wide range of employee benefits like medical insurance, paid time off, pension plans (like 401(k) in the US), and other fringe benefits like bonuses, health club memberships, and career progression opportunities.

- **Networking Opportunities**

In a business environment, the staff are often able to meet and work with a variety of different professionals. This can make valuable networking opportunities available that will help drive their career and expose them to fresh ideas, perspectives, and opportunities.

- **Access to Resources**

Corporations are more likely to be more integrated in the sense of resources, tools, and technology that can help make work more efficient and easier. They can more likely have access to the newest available technology or specialized tools which would not be utilized in small-sized companies or freelance work.

- **Team Collaboration**

A conventional corporate culture will emphasize teamwork and collaboration. Working together with diverse people with different skill sets and backgrounds can make for a more rewarding work experience and foster creativity.

#### 8. Work-Life Balance

Big corporations can provide more work-hour flexibility, telecommuting, and other types of arrangements that can enhance the employees' work-life balance. A majority of companies are increasingly implementing practices such as flexible work hours or blended work arrangements.

#### Financial Security

Corporate employees receive a fixed salary, which is a form of financial security compared to freelancers or employees in less stable ventures.

- **Reputation and Prestige**

Working with a top corporation can add prestige and credibility to your professional life. The reputation and prestige of a trustworthy firm can open doors to other opportunities both within and outside the company.

- **Diversity and Inclusion**

Large corporations tend to focus on diversity and inclusion in hiring. This could lead to diversity and an inclusive work environment where individuals with diverse backgrounds feel respected and valued.

- **Legal Protection**

Corporate work usually benefits from legal protection under labour legislation, which may protect employees' rights in the fields of remuneration, benefits, discrimination, and workplace.

- **Clear Organizational Hierarchy**

Corporate workplaces usually have a clearly defined hierarchical framework, which can clarify who staff report to and what they are required to do. This can result in more formalized decision-making and more efficient processes.

- **Global Opportunities**

Multinationals prefer working at a global scale, therefore the workers are given a chance to work in other countries or handle global projects. It could provide ample opportunities for the employee's career such as traveling, exposure to world culture, and the opportunity to work as an international team. Generally, the structured working condition, career prospects, and lots of benefits make corporate offices an ideal place for work for most employees.

### **3.7 DISADVANTAGES OF CORPORATE WORKPLACES**

Company offices have numerous advantages but also present some limitations of their own. Among the most typical disadvantages are:

- **Lack of Flexibility**

Work timings: The most widespread majority of corporate career options have rigid 9-to-5 work timings that might be rigid for someone who wishes to have more time flexibility.

Remote Work Constraints: Some organizations won't allow remote work at all or limited autonomy in where and when to work, thus deterring work-life balance.

- **Bureaucracy and Hierarchy**

Limited Autonomy: Large business hierarchies have slow and cumbersome decision-making with minimal employee control over working processes or products.

Red Tape: Bureaucracy can strangle new ideas or new solutions to existing processes, and most frequently ends up irritating employees who are willing to be more innovative or nimble.

- **Poor Work-Life Balance**

Long Hours: Corporate workers may need to work for long hours, which may result in burnout, stress, and a poor work-life balance.

Unrealistic Expectations: Apprehension of not being able to achieve performance targets and KPIs may render it challenging for employees to keep personal time, particularly in the competitive sector.

- **Limited Career Advancement or Progress**

Sluggishness: Career development in big organizations is often slow and competitive with minimal room for growth, particularly if the organization has a strict career plan.

Glass Ceiling: Corporate life may offer fewer chances for women, minorities, or other minority groups to climb up in the corporate ladder, limiting the opportunity for professional advancement.

- **Office Politics**

Internal Conflicts: Corporate environments might be plagued by office politics, which might drain teamwork, heighten tension, and result in feelings of distrust and bitterness.

Favouritism: Promotion or reward might come more through personal relationship or political manoeuvrings than merit.

- **Monotony**

Repetitive Work: In the majority of business environments, employees can be made available to work on specific tasks within a limited scope, and this leads to the lack of variety and imparting work a routine or uninteresting taste.

Lack of Creativity: In properly organized or conventional business careers, employees can be restricted creatively and in solving problems, with fewer opportunities for innovation.

- **Mental Health Issues**

Stress: High pressure, stringent time deadlines, and culture of performance tend to generate high stress and tension among the workers.

Burnout: Ongoing pressure to excel at the highest levels without breaks can lead to emotional burnout and fatigue.

- **Minimal Personal Relationships**

Lack of Connection: Employees in big business establishments may fail to establish personal relationships with other people in the organization because of size or lack of personal human touch of the organization.

Superficial Relationships: People are more interested in their work and duties than with building genuine connections with other individuals, so they create a transactional rather than cooperative culture.

- **Excessive Focus on Profits**

Excessive Focus on Profits over People: Firms emphasize profits and shareholder value over the well-being of workers or societal concern, potentially fostering an atmosphere of greed and exploitation.

Cost Savings: Corporate restructuring, corporate downsizing, and lay-offs are prevalent, and this results in job instability and insecurity for employees.

- **Pressure to Conform**

Stringent Regulations: Corporate environments are governed by stringent dress codes, code of behavior, and what employees must be like, with limited freedom to be themselves or express themselves.

Cultural Fit: It will be hard for people outside the "corporate culture," as there tends to be high consequence to adapt to a particular value system, behaviour, and norms.

- **Innovation Lacking**

Resistance to Change: Corporate cultures are likely to resist introducing new ideas or technology, particularly if this represents a departure from established procedures or systems.

Risk Aversion: Business organizations are risk-averse, and this creates a culture that discourages initiative-taking or experimentation.

While corporate environments offer stability, formality, and shared enhanced benefits, the negatives indicate toward looking out for your own interests and priorities when choosing a work environment.

## **DATA ANALYSIS AND INTERPRETATION**

In this chapter, data analysis and interpretation of the main data gathered are shown to determine the objectives and hypotheses of this research. This research is to evaluate the extent of employees' awareness of cooperative workplace policies, determine if such policies have an effect on employee retention and satisfaction, and gauge their perceived worth in lessening the levels of attrition

The primary data were gathered through a questionnaire that had closed-ended questions that were mostly on a Likert scale, together with demographic questions. 100 valid questionnaires of cooperative workplace employees were obtained on a convenience sampling basis for the study. The responses were computed through SPSS and percentage analysis. Using the following statistical methods:

Percentage Analysis of all questionnaire responses in order to further comprehend response distributions and overall trends. Regression Analysis to forecast the impact of cooperative workplace policies on the enhancement of employee satisfaction and its influence on employee attrition rate reduction.

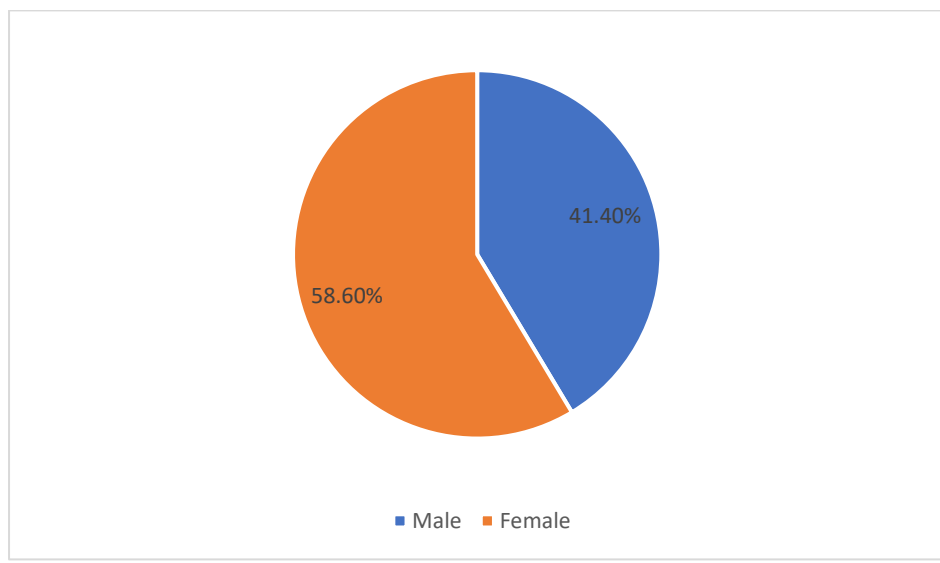
**TABLE 4.1**

**GENDER**

GENDER	RESPONSE	PERCENTAGE
Male	41	41.40
Female	58	58.60
Total	100	100%

**FIGURE 4.1**

**GENDER**



**INTERPRETATION**

Table 4.1 gives the gender composition of the employees in the cooperative workplaces of Mukkam. According to the data, female employees (58.6%) are more numerous compared to male employees (41.4%), reflecting a larger participation of women workers. This indicates that cooperative societies in the region offer greater female employment opportunities, which can be explained by reasons like job security, working conditions, or industry-specific employment pattern

**TABLE 4.2****AGE**

AGE	RESPONSE	Percent
20-25	54	54.5
26-30	30	30.3
31-40	13	13.1
40 Above	2	2.0
Total	99	100

*Source: Primary data*

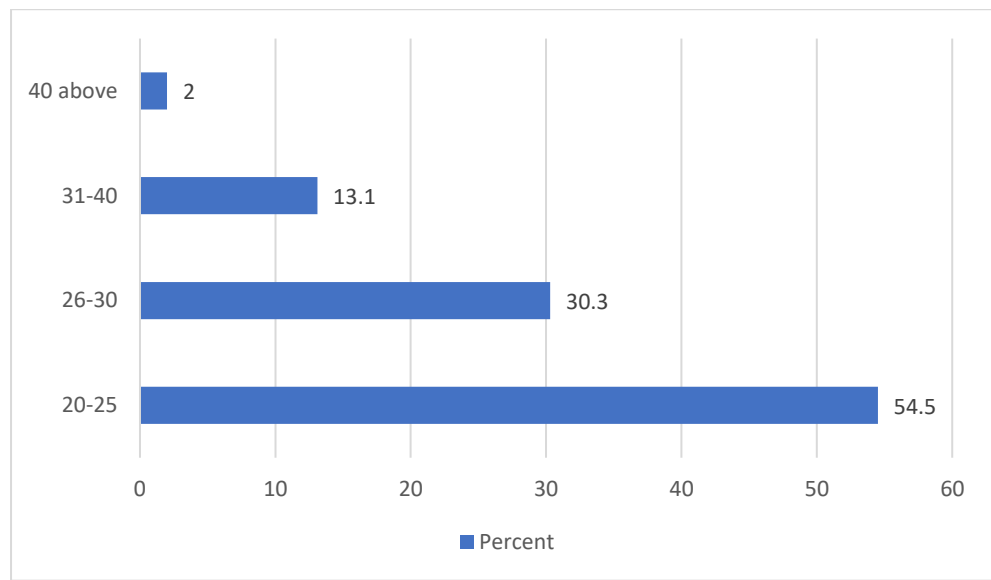
**FIGURE 4.2****AGE****INTERPRETATION**

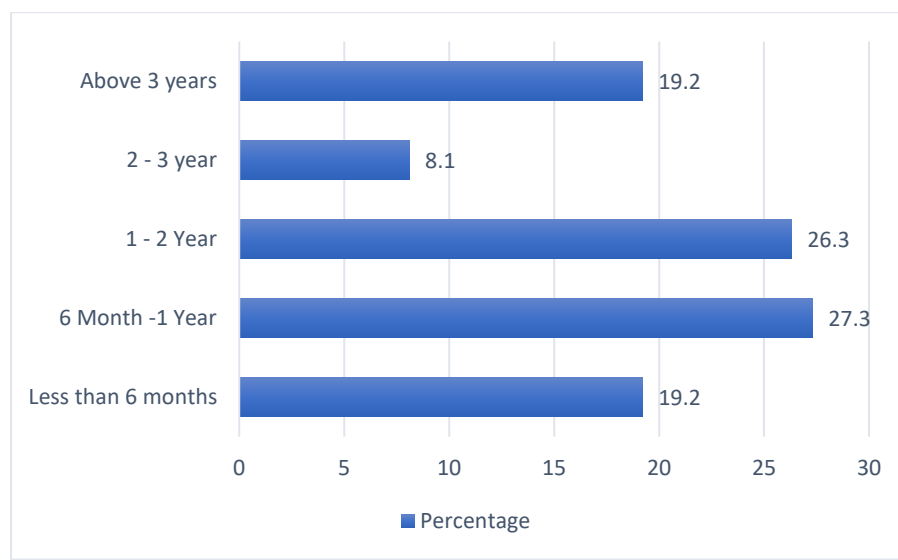
Table 4.2 shows the age composition of the employees, where the largest proportion (54.5%) falls in the 20-25 years of age group, followed by 30.3% in the 26-30 years' group. Workers in the 31-40 years' age category account for 13.1%, while only a paltry 2.0% are older than 40 years. This implies that the labour force within co-operative institutions in Mukkam is predominantly young, indicative of high levels of hiring of fresh talent and potential challenges regarding their retention as they grow up and seek other better opportunities

**TABLE 4.3**  
**EMPLOYEES YEAR OF SERVICE**

YEAR OF SERVICE	NO OF EMPLOYEES	PERCENT
Less than 6 months	19	19.2
6 Month -1 Year	27	27.3
1-2 Year	26	26.3
2-3 Year	8	8.1
Above 3 Year	19	19.2
Total	99	100.0

*Source: Primary data*

**FIGURE 4.3**  
**EMPLOYEES YEAR OF SERVICE**



### **INTERPRETATION**

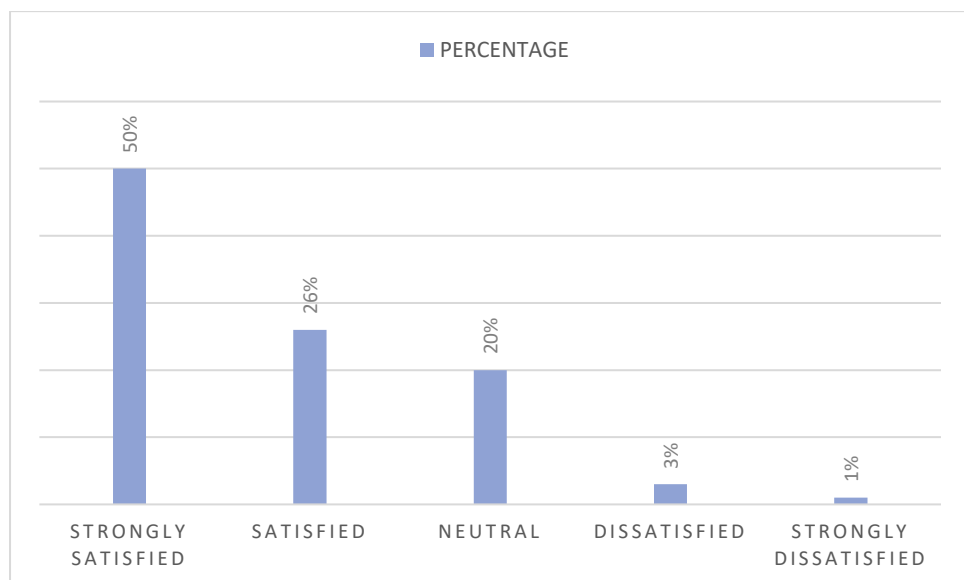
brings out the split of the employees according to years of service. A huge chunk of the employees (19.2%) has been employed for less than half a year, while the most prevalent category is 6 months to 1 year at 27.3%. Those in the category with 1-2 years amount to 26.3%, while the ones with 2-3 years total a meager 8.1%. Interestingly, 19.2% of the employees have stayed with the company for more than three years. This trend indicates a fairly high rate of employee turnover in the first two years, perhaps a result of issues like job dissatisfaction, career development opportunities, or organizational dynamics, highlighting the importance of improved retention strategies in cooperative environments

**TAMBLE 4.4**  
**JOB SATISFATION OF EMPLOYEES**

*Source:  
Primary  
Data*

JOB SATISFACTION	RESPONSE	PERCENTAGE
Strongly Satisfied	50	50%
Satisfied	26	26%
Neutral	20	20%
Dissatisfied	3	3%
Strongly Dissatisfied	1	1%
Total	100	100%

**FIGURE 4.4**  
**JOB SATISFATION OF EMPLOYEES**



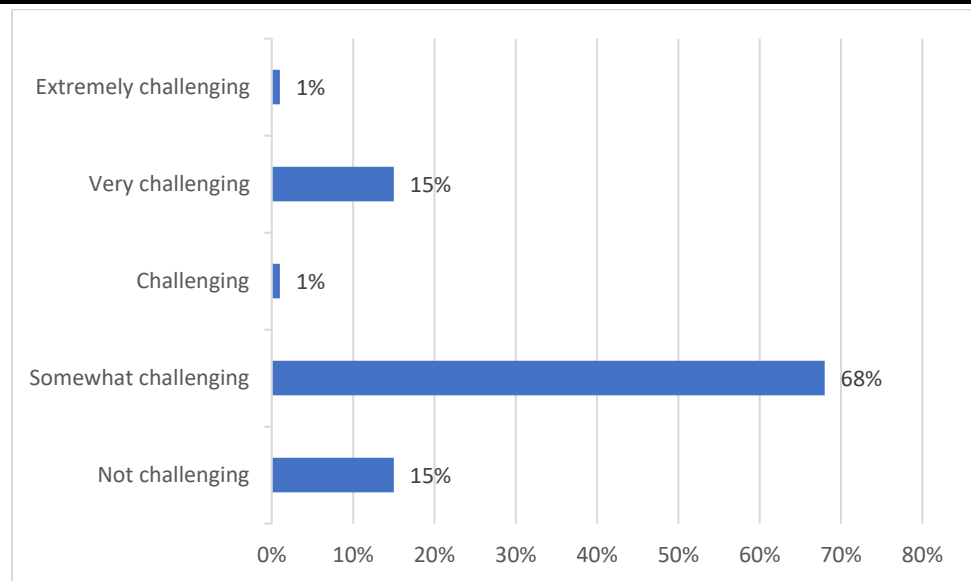
### **INTERPRETATION**

The findings of the survey are that most employees are content in their jobs, 50% of whom are very satisfied and 26% of whom are satisfied, indicating a very high overall level of job satisfaction. Just 20% of employees fall into the middle group, indicating some doubt or neutrality, and there is an extremely small minority (4%) who are dissatisfied or very dissatisfied. This means that the majority of the employees are satisfied with the workplace but there are minor areas that would need to be changed, particularly for the neutral group. The firm is doing well with regards to the satisfaction of employees but hearing complaints of the dissatisfied and neutral groups would enhance the overall morale and engagement even better.

**TABLE 4.5****HOW CHALLENGING & STIMULATING DO YOU FIND YOUR WORK**

HOW CHALLENGING & STIMULATING	RESPONSE	PERCENTAGE
Not challenging	15	15%
Somewhat challenging	68	68%
Challenging	1	1%
Very challenging	15	15%
Extremely challenging	1	1%
Total	100	100%

*Source: Primary Data*

**FIGURE 4.5****HOW CHALLENGING & STIMULATING DO YOU FIND YOUR WORK****INTERPRETATION**

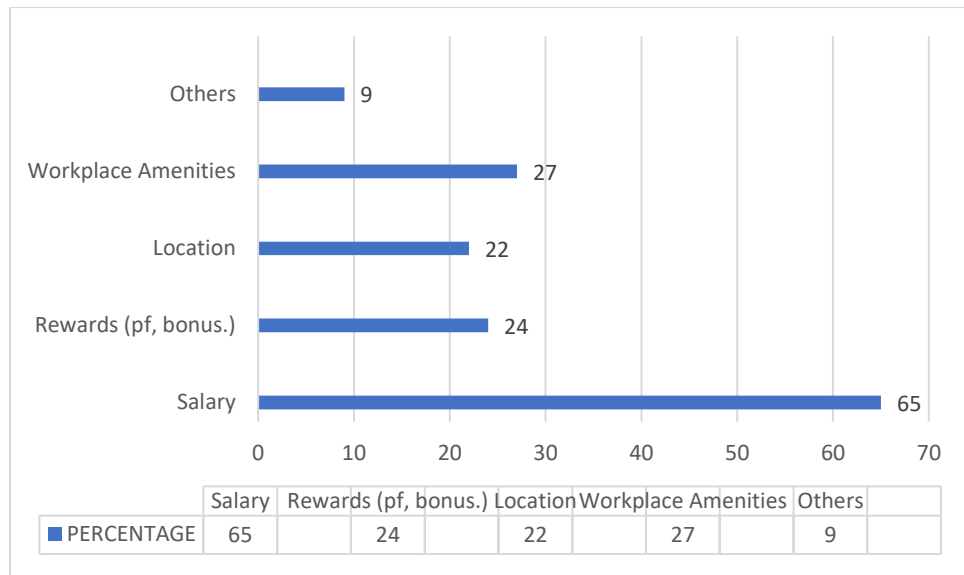
The data that you provided reflects that most participants consider the activity or task moderately challenging. Most of the participants—68%—characterized it as "somewhat challenging," which would mean that it's not too easy and it's not too difficult. As reported by 15% of the sample, it is not very difficult at all, and 15% more report it is "very challenging." Only 1% of the sample characterizes the assignment as "challenging" or "extremely challenging," suggesting that hardly anybody finds it more seriously difficult.

**TABLE 4.6**  
**EMPLOYEES ON MOST SATISFYING ASPECTS**

MOST SATISFYING ASPECTS	PERCENTAGE
Salary	65
Rewards (pf, bonus.)	24
Location	22
Workplace Amenities	27
Others	9

*Source: Primary data*

**FIGURE 4.6**  
**EMPLOYEES ON MOST SATISFYING ASPECTS**



### INTERPRETATION

The figures you've given depict what employees most enjoy about work or job. The most frequent answer from respondents (65%) was that the most enjoyable part is salary, which means most people value money most. Bonuses or provident fund rewards are important to many (24%), which indicates that employees enjoy additional monetary incentives on top of their regular pay. The actual physical site of the workplace, while significant, is less so for the majority (22%). Workplace equipment and facilities such as office facilities are also contributing factors to job satisfaction, being important for 27%. Last, a small proportion (9%) were happier with other, unnamed qualities, and this may imply that there are some specific, personal qualities which matter to some individuals.

**TABLE 4.7**

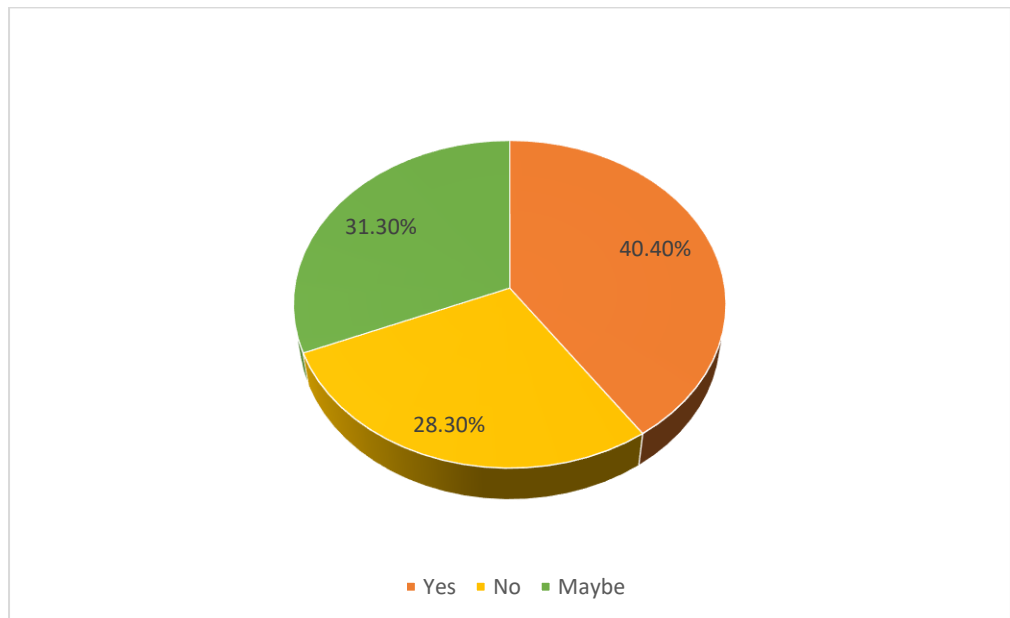
**EMPLOYEES ON FACTORS THAT DEMOTIVATES IN JOB**

DEMOTIVATES IN JOB	EMPLOYEES	PERCENTAGE
Yes	40	40.4%
No	28	28.3%
Maybe	31	31.3%
Total	99	100%

*Source: Primary Data*

**FIGURE 4.7**

**FACTORS DEMOTIVATES IN JOB**



**INTERPRETATION**

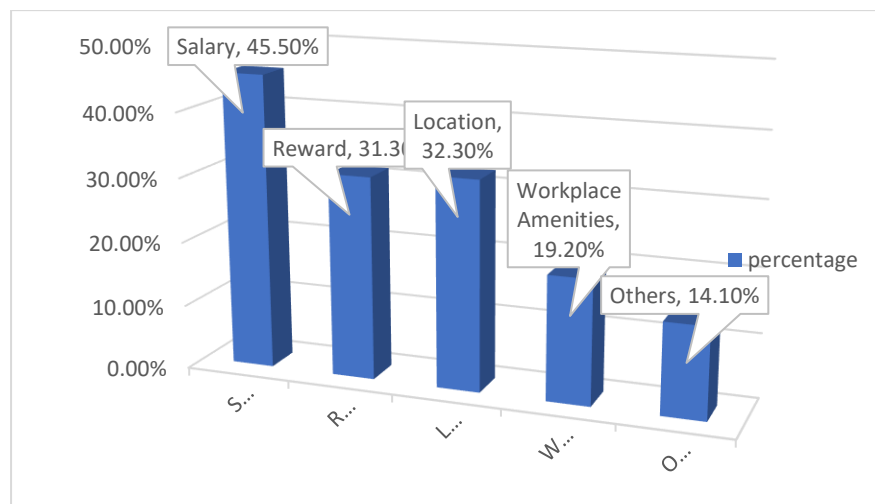
The statistics reveal that most employees (40.4%) are demotivated in their workplace, with 28.3% of them not feeling demotivated. 31.3% of the employees are uncertain, meaning motivation can differ in terms of the circumstances. Most employees feel demotivated to some extent, while only a lesser group feels motivated or indefinite.

**TABLE 4.8**  
**EMPLOYEES ON MOST FRUSTRATING ASPECTS**

<b>MOST FRUSTRATING ASPECTS</b>	<b>PERCENTAGE</b>
Salary	45.5%
Reward	31.3%
Location	32.3%
Workplace Amenities	19.2%
Others	14.1%

*Source: Primary data*

**FIGURE 4.8**  
**EMPLOYEES ON MOST FRUSTRATING ASPECTS**



## INTERPRETATION

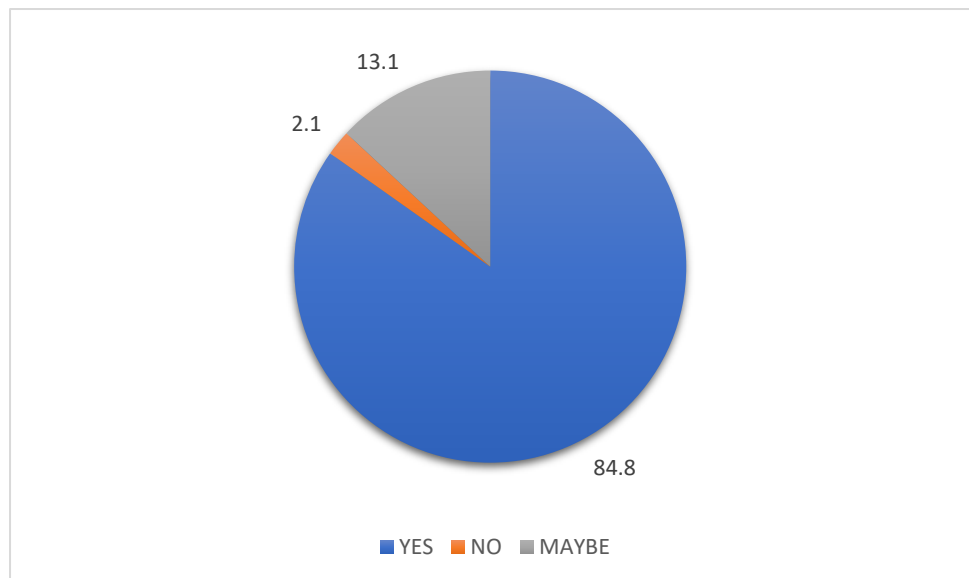
Financial concerns are a common issue among employees with 76.8% of them feeling annoyed with their stipend and reward. The work environment is a key factor in reducing attrition, with 32.3% of employees expressing dissatisfaction with their job location and 19.2% with the workplace amenities. The “Other” category which affect 14.1% of employees include various annoyed such as work life balance, limited, growth opportunities, communication/culture addressing these concerns is to be identified to reduce attrition and improving employee well being

**TABLE 4.9**  
**EMPLOYEES WORK ALIGNS TO THE COMPANY’S GOAL**

CONTRIBUTION TO COMPANY GOAL	RESPONSE	PERCETAGE
YES	84	84.8%
NO	2	2.1%
MAYBE	13	13.1%
TOTAL	99	100%

*Source: Primary Data*

**FIGURE 4.9**  
**EMPLOYEES WORK ALIGNS TO THE COMPANY’S GOAL**



## INTERPRETATION

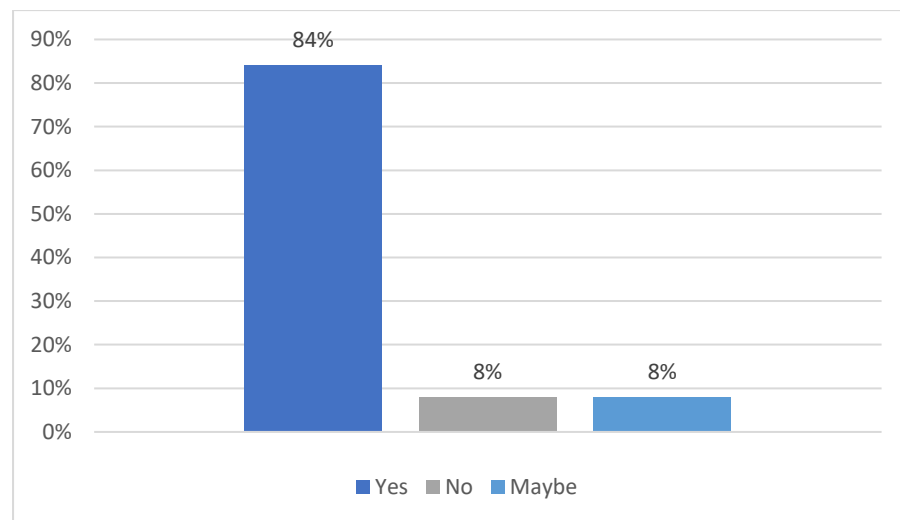
It is a welcome sign that 84.8% of the employees believe they are contributing to the goals of the company. When employees believe that their work is purposeful, they tend to be more engaged and less likely to quit. Despite this, there is scope for improvement as 13.1% of the employees are not sure if they are contributing. 2.1% of the employees are "Maybe" and 15% of the employees are "No". This is a possible weakness since such employees may not identify as much with the company's objectives, leading to disengagement and eventually, turnover.

**TABLE 4.10**  
**PROFESSIONAL GROWTH OPPORTUNITIES IN YOUR CURRENT ROLE**

PROFESSIONAL GROWTH OPPORTUNITIES	RESPONSE	PERCENTAGE
Yes	84	84%
No	8	8%
Maybe	8	8%
Total	100	100%

*Source: Primary Data*

**FIGURE 4.10**  
**PROFESSIONAL GROWTH OPPORTUNITIES IN YOUR CURRENT ROLE**



## INTERPRETATION

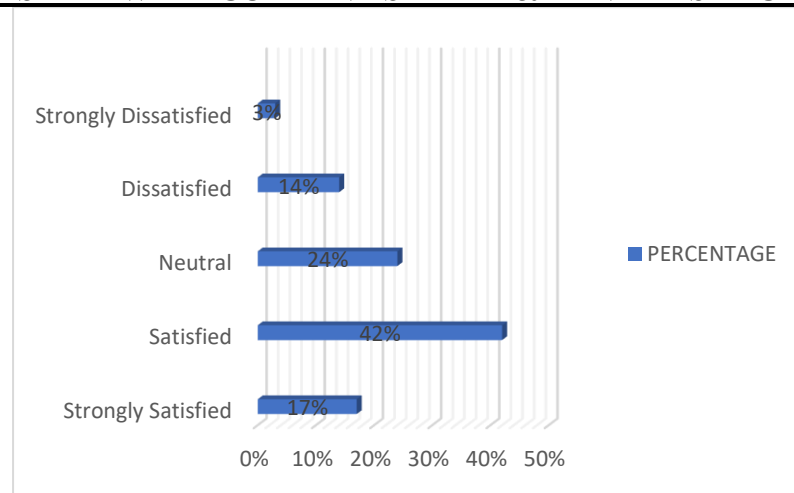
It is a positive sign that 84% of the employees believe that there are career growth opportunities within the company. When the employees believe that they can develop their careers and improve their skills, they become more active and will stay with the company longer. However, the other 84% employees are at risk for turnover. The category includes 8% who are not sure if such opportunities exist and 8% who do not perceive any growth opportunities. These workers may feel stagnated and begin searching for better opportunities elsewhere if their growth objectives are not achieved.

**TABLE 4.11**  
**SATISFIED WITH CURRENT SALARY & BENEFITS PACKAGE**

<b>SATISFIED WITH CURRENT SALARY</b>	<b>RESPONSE</b>	<b>PERCENTAGE</b>
Strongly Satisfied	17	17%
Satisfied	42	42%
Neutral	24	24%
Dissatisfied	14	14%
Strongly Dissatisfied	3	3%
Total	100	100%

*Source: Primary Data*

**FIGURE 4.11**  
**SATISFIED WITH CURRENT SALARY & BENEFITS PACKAGE**



## INTERPRETATION

It is a positive sign that 68% of the employees believe that there are career growth opportunities within the company. When the employees believe that they can develop their careers and improve their skills, they become more active and will stay with the company longer. But the remaining 32% employees are prone to turnover. The group comprises 23% who are unsure whether such opportunities are available and 9% who do not see any opportunities for growth. These employees feel stagnant and will start looking for greener pastures elsewhere if their growth goals are not met.

**TABLE 4.12**

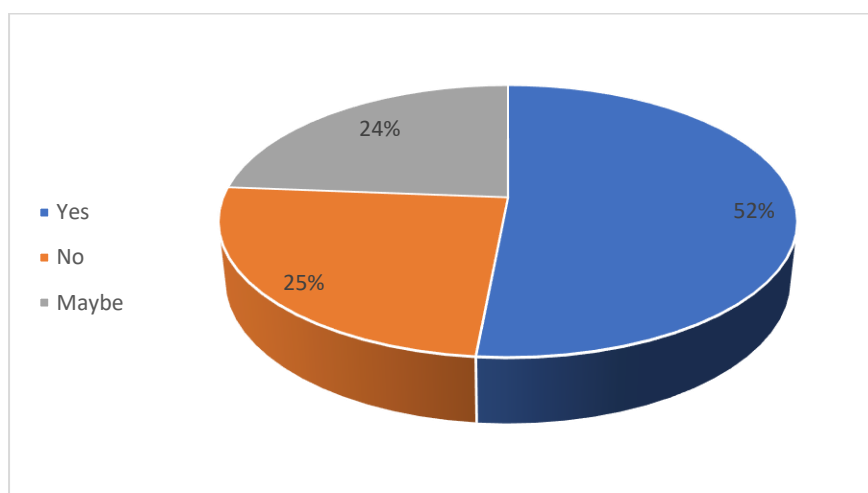
**IS IT DIFFICULT TO GET HIGHER SALARY COMPARED TO EMPLOYEES  
WORKING IN OTHER INDUSTRIES**

<b>DIFFICULT TO GET HIGHER SALARY</b>	<b>RESPONSE</b>	<b>PERCENTAGE</b>
Yes	52	52%
No	25	25%
Maybe	24	24%
Total	100	100%

*Source: Primary Data*

**FIGURE 4.12**

**IS IT DIFFICULT TO GET HIGHER SALARY COMPARED TO EMPLOYEES  
WORKING IN OTHER INDUSTRIES**



## **INTERPRETATION**

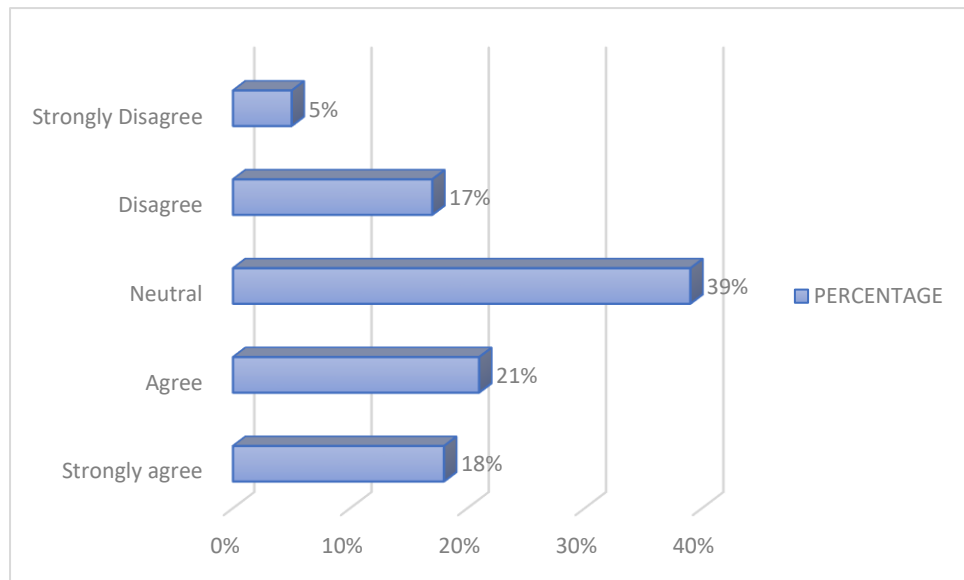
A significant number of staff (52%) also rate getting a better salary difficult. This suggests that payment may be an important driver that contribute to employee turnover. It is critical to review the comparability of wages in your sector and area to make sure you are offering competitive compensation. Additionally, it would be helpful to investigate other types of compensation such as bonus, stock, options, or career development opportunities to keep employees.

**TABLE 4.13**  
**WHETHER GETTING ADEQUATE COMPENSATION OR BENEFITS**

GETTING ADEQUATE COMPENSATION	RESPONSE	PERCENTAGE
Strongly agree	18	18 %
Agree	21	21%
Neutral	39	39%
Disagree	17	17%
Strongly Disagree	5	5%
Total	100	100%

*Source: Primary Data*

**FIGURE 4.13**  
**GETTING ADEQUATE COMPENSATION**



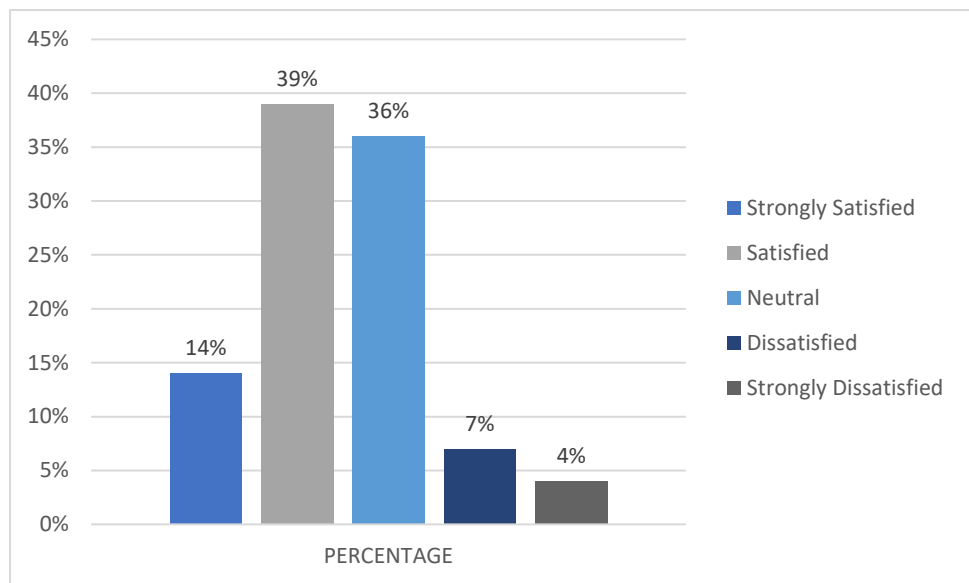
## INTERPRETATION

A significant number of employees (22%) perceive themselves as being unpaid fairly, represented by the sum percentage that "Disagree" (17%) and "Strongly Disagree" (5%). They can be a softer target to accept outside offers of employment. Additionally, most respondents (39%) are in between, even if not precisely revealing dissatisfaction, revealing a general sense of less enthusiastic positive attitudes about pay. Just 18% ("Strongly Agree" "Agree") believe that are being paid suitably, and this is further evidence that remuneration procedures may need revising.

**TABLE 4.14****SATISFACTION WITH CURRENT WORK LIFE BALANCE**

CURRENT WORK LIFE BALANCE	RESPONSE	PERCENTAGE
Strongly Satisfied	14	14%
Satisfied	39	39%
Neutral	36	36%
Dissatisfied	7	7%
Strongly Dissatisfied	4	4%
Total	100	100%

*Source: Primary Data*

**FIGURE 4.14****SATISFACTION WITH CURRENT WORK LIFE BALANCE****INTERPRETATION**

The data suggests that a significant number of employees (7% Dissatisfied and 4% Strongly Dissatisfied) might also quite due to work-life conflict. Moreover, a neutral most of 36% there are, who while not unhappy, might be influenced by promises of better work-life balance. A mere 53% of employees (Strongly Satisfied + Satisfied) believe that they have a healthy work-life balance, and thus the need for improvement in establishing a work environment with regard for personal time.

**TABLE 4.15**

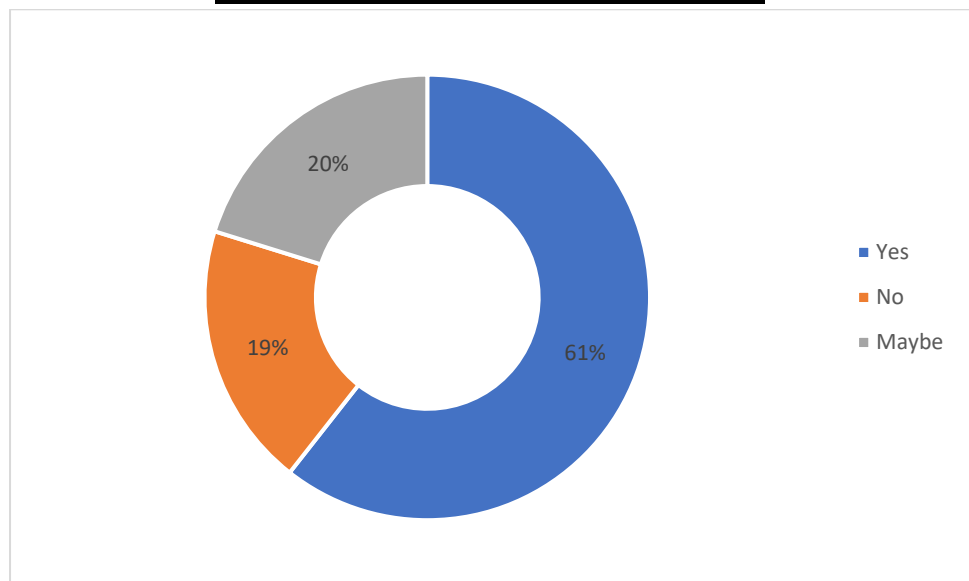
**DOES THE COMPANY OFFER ANY PROGRAMS**

COMPANY OFFER ANY PROGRAMS	RESPONSE	PERCENTAGE
Yes	61	19%
No	19	20%
Maybe	21	60%
Total	100	100%

*Source: Primary data*

**FIGURE4.15**

**COMPANY OFFER ANY PROGRAMS**



**INTERPRETATION**

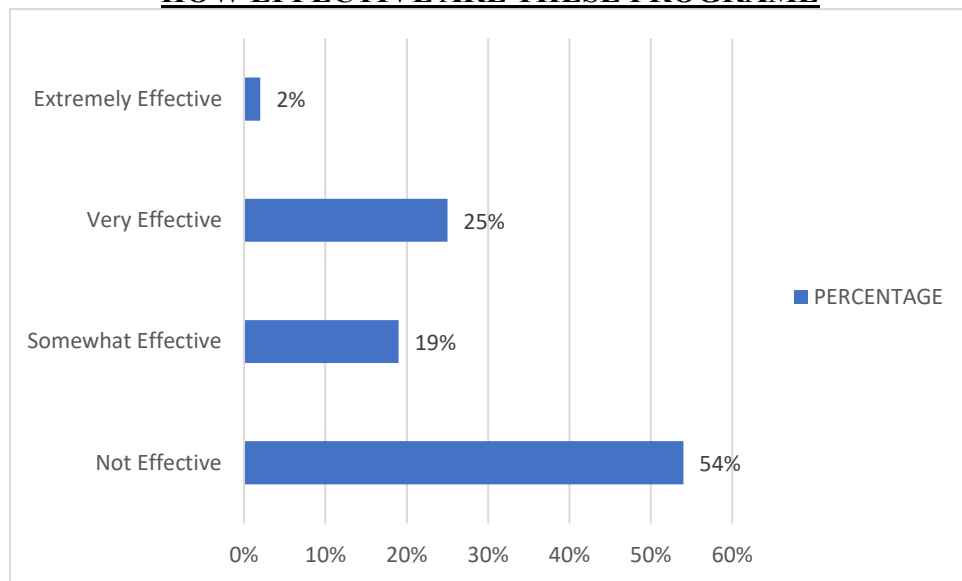
The data indicates that companies with no programs have the highest percentage (19%) of employee attrition. This suggests that the lack of programs may be a contributing factor to the high turnover rate. On the other hand, companies that offer programs (either Yes or Maybe) have a lower percentage (81%) of employee turnover. This indicates that offering programs may help retain employees.

**TABLE 4.16**  
**HOW EFFECTIVE ARE THESE PROGRAMS**

HOW EFFECTIVE ARE THESE PROGRAMS	RESPONSE	PERCENTAGE
Not Effective	54	54%
Somewhat Effective	19	19%
Very Effective	25	25%
Extremely Effective	2	2%
Total	100	100%

*Source: Primary Data*

**FIGURE 4.16**  
**HOW EFFECTIVE ARE THESE PROGRAMS**



## INTERPRETATION

According to the data collected, 54% of the respondents indicated that the programs were not effective. This implies that there is a significant need for improvement in either program design or implementation. The survey found that 19% of the respondents found the programs somewhat effective. This group is what emphasizes the potential for enhancement, but it also portends some positive effect. The other 25% of the sample found the programs to be effective and very effective (25%), or extremely effective (2%). These results are encouraging, but additional work is most likely going to be required to obtain broad effectiveness.

**TABLE 4.17**

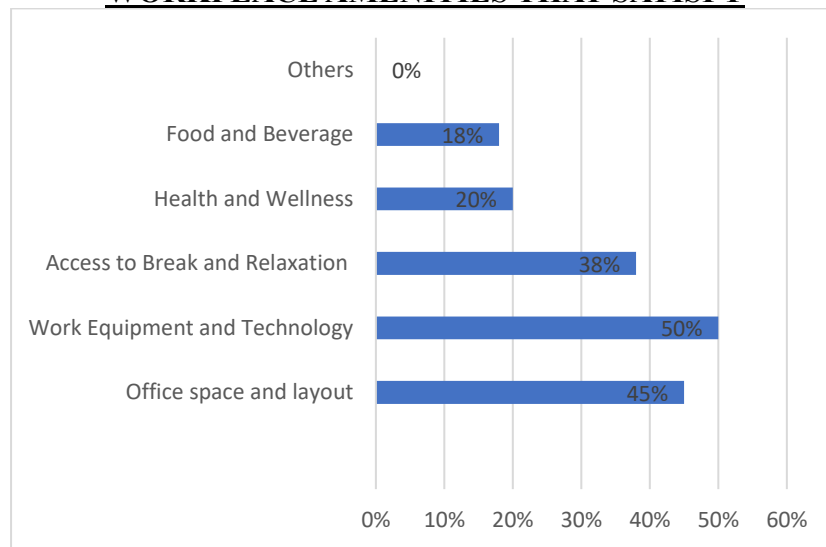
**WORKPLACE AMENITIES THAT SATISFY**

WORKPLACE AMENITIES	PERCENTAGE
Office space and layout	45%
Work Equipment and Technology	50%
Access to Break and Relaxation	38%
Health and Wellness	20%
Food and Beverage	18%
Others	0%

*Source: Primary Data*

**FIGURE 4.17**

**WORKPLACE AMENITIES THAT SATISFY**



**INTERPRETATION**

The relative significance of the factors in the office setting is revealed by the data. Most attention is given to the office space and design at 45%, indicating that the physical structure and the workplace layout are very important. Equipment and technology rank second at 50%, indicating that the provision of the appropriate equipment and technology is very important to productivity. Break and relaxation areas are also moderately significant at 38%, indicating that the employees appreciate the offering of relaxation areas but less so. Health and well-being is quite of lower significance at 20%, whereas food and beverage is even lower at 18%. Surprisingly, "Others" is at 0%, indicating that there is no other aspect of importance in this poll. As a whole, it is revealed in the data that high precedence is given to the workspace and technology as being drivers of comfort and productivity within the office environment.

**TABLE 4.18**

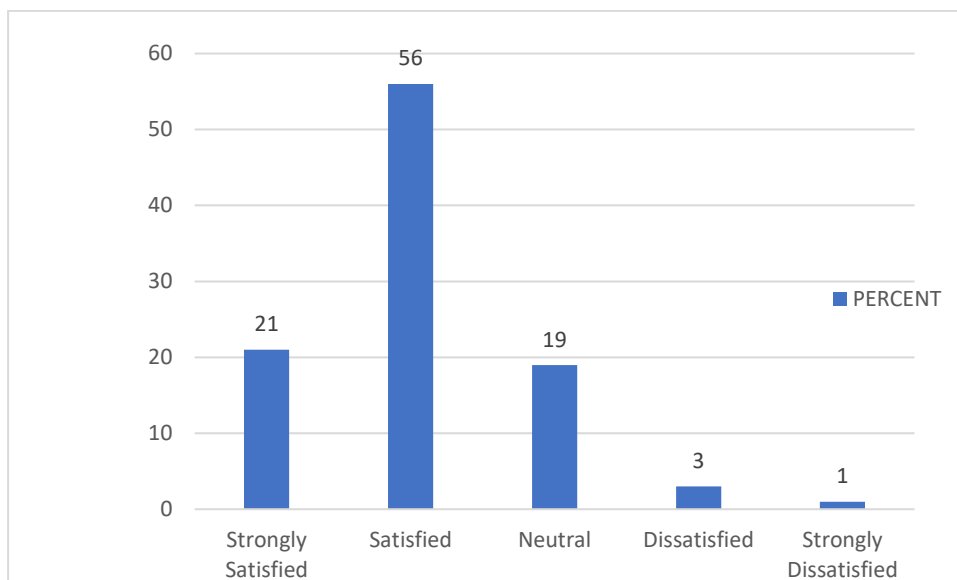
**COMMUNICATION & TRANSPARENCY WITH COMPANY**

<b><u>COMMUNICATION &amp; TRANSPARENCY</u></b>	<b>RESPONSE</b>	<b>PERCENTAGE</b>
Strongly Satisfied	21	21%
Satisfied	56	56%
Neutral	19	19%
Dissatisfied	3	3%
Strongly Dissatisfied	1	1%
Total	100	100%

*Source: Primary Data*

**FIGURE 4.18**

**COMMUNICATION & TRANSPARENCY WITH COMPANY**



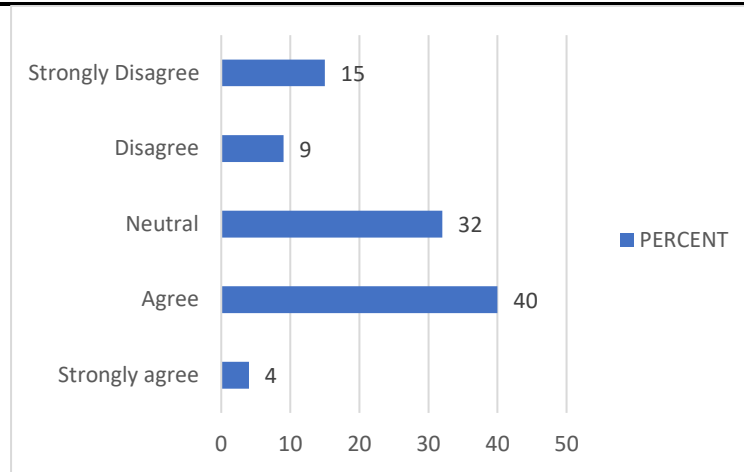
**INTERPRETATION**

The relative significance of the factors in the office setting is revealed by the data. Most attention is given to the office space and design at 45%, indicating that the physical structure and the workplace layout are very important. Equipment and technology rank second at 50%, indicating that the provision of the appropriate equipment and technology is very important to productivity. Break and relaxation areas are also moderately significant at 38%, indicating that the employees appreciate the offering of relaxation areas but less so. Health and well-being are quite of lower significance at 20%, whereas food and beverage is even lower at 18%. Surprisingly, "Others" is at 0%, indicating that there is no other aspect of importance in this poll. As a whole, it is revealed in the data that high precedence is given to the workspace and technology as being drivers of comfort and productivity within the office environment.

**TABLE 4.19****VALUED & APPRECIATED BY MANAGER & COLLEAGUES**

VALUED & BY MANAGER & COLLEAGUES	RESPONSE	PERCENTAGE
Strongly agree	4	15%
Agree	40	40%
Neutral	32	32%
Disagree	9	9%
Strongly Disagree	15	15%
Total	100	100%

*Source: Primary Data*

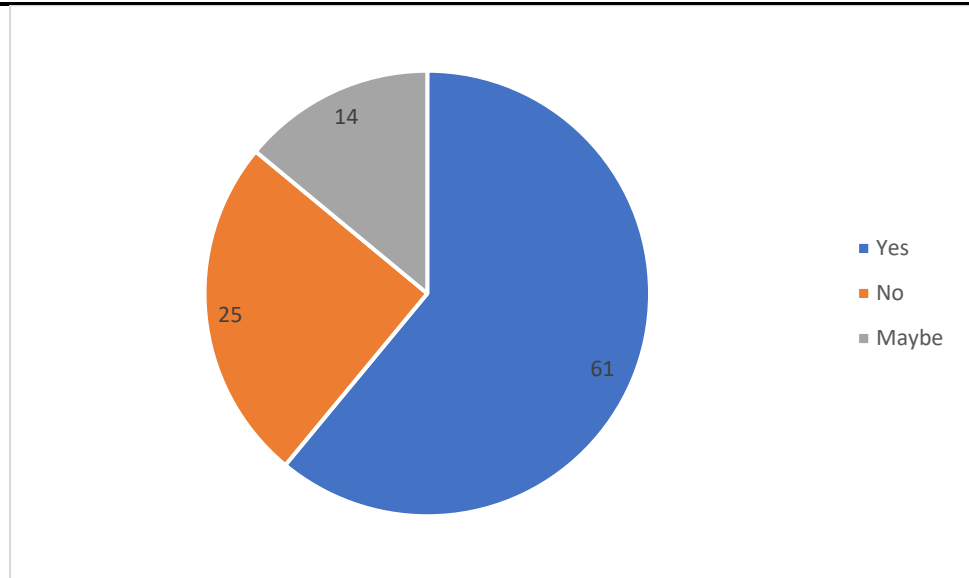
**FIGURE 4.19****VALUED & APPRECIATED BY MANAGER & COLLEAGUES****INTERPRETATION**

The outcome indicates that 15% of employees respond negatively, 44% of employees respond positively, and 32% of employees respond neutrally. A larger percentage of positive responses indicate that employees feel valued by their colleagues and managers, leading to a positive work environment. Nevertheless, a high percentage of neutral answers indicates a sense of no strong bonding or acknowledgment within the group, which is something to be worried about. Even a tiny percentage of negative answers can leave a huge negative impact on employees' morale and motivation, and thus it is an evident problem that should be solved

<b><u>TAMBLE 4.20</u></b>		
<b><u>TEAM WORK &amp;COLLABORATION WITHIN YOUR DEPARTMENT</u></b>		
<b>TEAMWORK&amp;COLLABORATION</b>	<b>RESPONSE</b>	<b>PERCENTAGE</b>
Yes	72	72%
No	10	10%
Maybe	18	18%
Total	100	100%

*Source: Primary Data*

**FIGURE 4.20**  
**TEAM WORK &COLLABORATION WITHIN YOUR DEPARTMENT**



## **INTERPRETATION**

The data shows that a large majority of employees 61% appreciate the importance of teamwork and collaboration in the workplace, which is a positive aspect of their work environment. However, there are areas for improvement as 14% of employees are unsure about the presence of teamwork and collaboration, and 25% disagree. This suggests that more effort is needed to foster a more collaborative work environment.

**TABLE 4.21**

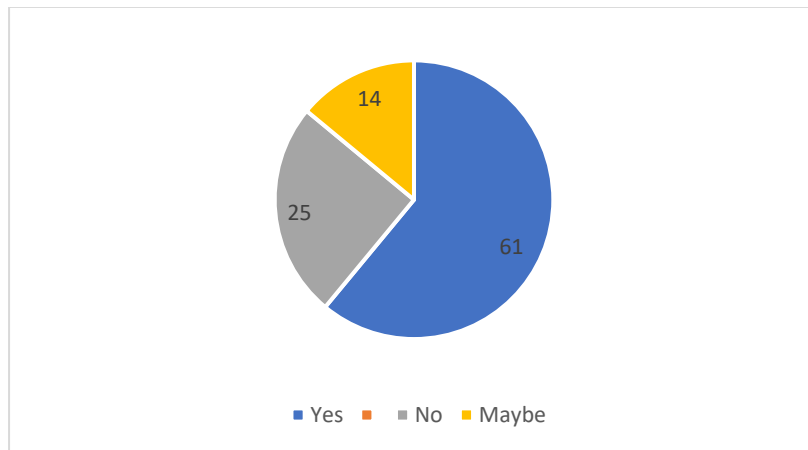
**FEEDBACK IS HEARD AND ACTED UPON MANAGEMENT**

<b>FEEDBACK IS HEARD AND ACTED</b>	<b>RESPONSE</b>	<b>PERCENTAGE</b>
Yes	60	60%
No	16	16%
Maybe	24	24%
Total	100	100%

*Source: Primary Data*

**FIGURE 4.21**

**FEEDBACK IS HEARD AND ACTED UPON MANAGEMENT**



**INTERPRETATION**

The results show that the majority of the population (60%) feel that their feedback is both noted and replied to, showing high positive feedback to the feedback process. 16% of the population feel that their feedback is not noted or replied to, showing that improvement is required. 24% of the population is unsure if their feedback is even being given consideration to, showing that either communication breakdown or lack of clarity is present. Overall, the majority feel that their feedback is appreciated but that there is still a large portion of the population that does not or is unsure if the feedback process is effective.

**TABLE 4.22**

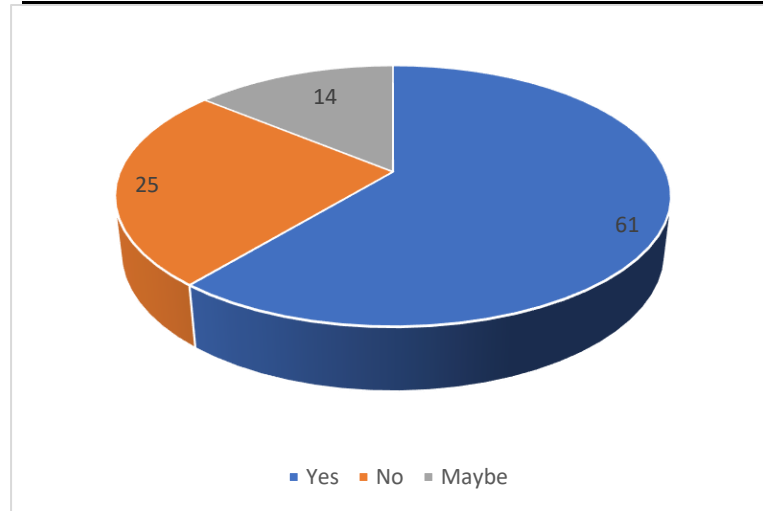
**AWARE OF EXISITNG RETENTION STRATEGIES**

<b>AWARE OF EXISITNG RETENTION STRATEGIES</b>	<b>RESPONSE</b>	<b>PERCENTAGE</b>
Yes	61	61%
No	25	25%
Maybe	14	144%
Total	100	100%

*Source: Primary Data*

**FIGURE 4.22**

**AWARE OF EXISITNG RETENTION STRATEGIES**



**INTERPRETATION**

The findings indicate that the majority of the respondents (61%) know the existing retention strategies, i.e., the majority of the population is aware of the existing initiatives. However, 25% of the respondents are unaware of the strategies, which also indicates the potential communication gap. 14% of the people were also uncertain and replied with "Maybe," i.e., possibly the information is not complete or not enough on the existing strategies. Overall, despite the high awareness, there is still a section of individuals who are unaware or uncertain of the strategies that exist.

**TABLE 4.23**

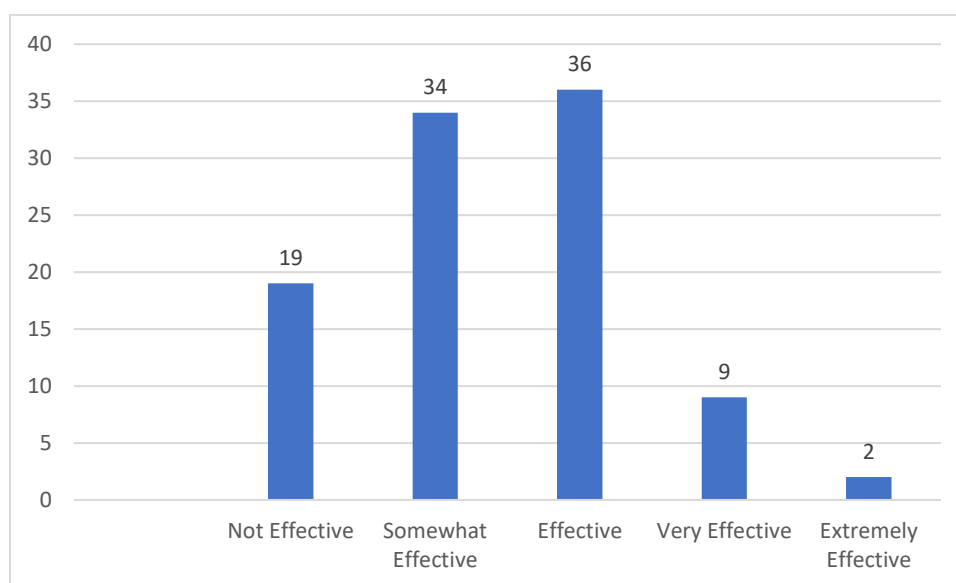
**HOW EFFECTIVE ARE THESE STRATEGIES IN RETAINING EMPLOYEES**

HOW EFFECTIVE THESE STRATEGIES	RESPONSE	PERCENTAGE
Not Effective	19	19%
Somewhat Effective	34	34%
Effective	36	36%
Very Effective	9	9%
Extremely Effective	2	2%
Total	100	100%

*Source: Primary Data*

**FIGURE 4.23**

**HOW EFFECTIVE ARE THESE STRATEGIES IN RETAINING EMPLOYEES**



**INTERPRETATION**

Based on the data, there is a requirement for enhancing the current employee retention programs. A mere 2% of employees consider the existing programs effective, while 53% (19% + 34%) consider them not effective or barely effective. This indicates that the existing strategies might not be meeting the needs of employees. Seeking employee inputs on which elements of the programs are missing and what changes would be welcome could be great sources of guidance.

**TABLE 4.24**

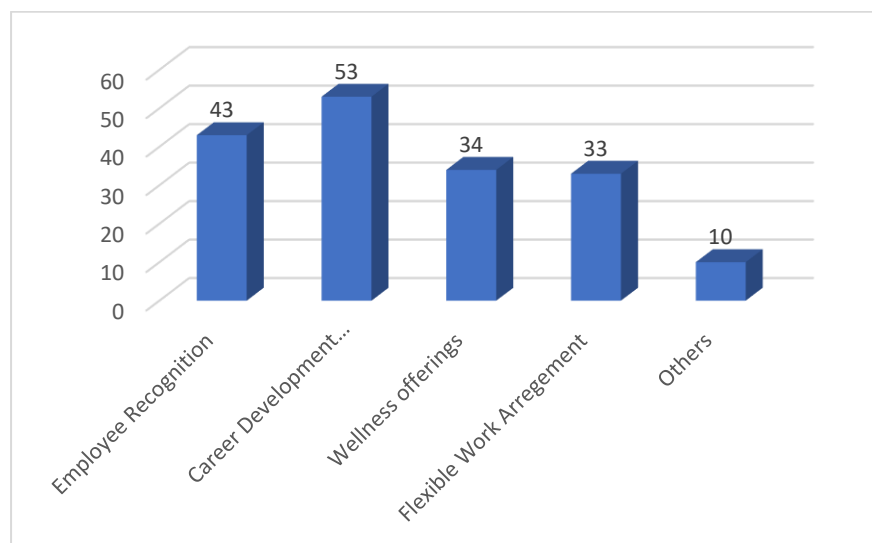
**PROGRAMS THAT WOULD BE MOST EFFECTIVE IN IMPROVING EMPLOYEE RETENTION**

ADDITIONAL INITIATIVES	PERCENTAGE
Employee Recognition	43%
Career Development Opportunities	53%
Wellness offerings	34%
Flexible Work Arrangement	33%
Others	10%

*Source: Primary Data*

**FIGURE 4.24**

**PROGRAMS THAT WOULD BE MOST EFFECTIVE IN IMPROVING EMPLOYEE RETENTION**



## **INTERPRETATION**

The most widely sought-after additional initiatives are Career Development Opportunities (53%) and Employee Recognition (43%), which reflects the importance to employees of career development opportunities and wanting to be recognized for their work. Wellness initiatives and Flexible Work Arrangements rank next at 34% and 33%, respectively, which reflects that employees also want initiatives that support overall well-being and flexibility. 10% cited other initiatives which means that there is some support for other initiatives that are unspecified. Recognition and career development are the top two in total but flexibility and overall happiness are also valued by most employees

## Objective 1

### To to determine what are the most important drivers of employee attrition in cooperative working environment in Mukkam

Employees' attrition is of special concern to cooperative institutions in Mukkam because it affects the stability of the institutions, the levels of productivity, and the quality of services delivered. There are numerous factors that result in high employee turnover in the cooperatives. One of the factors is inefficient management because most of the cooperative societies are characterized by inadequate finance, and it is difficult to engage competent professionals to manage the institutions. This results in inefficiencies in the day-to-day management of the institutions. Secondly, the absence of career opportunities and professional development programs results in worker discontentment and the need to seek other opportunities elsewhere. Poor working relationship with colleagues and poor working conditions also result in attrition because workers prefer institutions that support harmonious and friendly working conditions. Overload of workload and authoritarian supervision also cause stress and burnout, and workers therefore resign to seek better opportunities to gain a healthier life-work balance. Political interference and corruption in the cooperative societies also result in the working environment not being stable and make it difficult to retain workers in the institutions. Examination of the factors is essential to cooperative societies in Mukkam to implement effective measures to retain workers and increase job satisfaction and long-term organizational performance.

**Table 4: Reliability Analysis of Employee Attrition**

Cronbach's Alpha	N of Items
0.711	5

Table 4 indicates the reliability testing of the employee attrition scale via Cronbach's Alpha. Cronbach's Alpha is 0.711, which indicates the satisfactory internal consistency of the five items used in the analysis. Generally, Cronbach's Alpha of over 0.7 is acceptable in social science research, which means that the employee attrition items are reliable and consistent.

**Table 5: Descriptive Statistics of Employee Attrition**

	Mean	Std. Deviation
Attrition Risk	1.9091	0.84625
Attrition Factors	2.1582	0.40781

Table 5 shows the employee attrition descriptive statistics, i.e., attrition risk and factors of attrition. The attrition risk mean is 1.9091 with the standard deviation of 0.84625, indicating that employees perceive the risk of attrition to be moderate but that the responses of the employees show high variability. This indicates that employees perceive the risk of leaving to be higher than others. The mean of the factors of attrition is 2.1582 with the lower standard deviation of 0.40781, indicating that the employees agree on the most significant factors of attrition but with

fewer variations in the responses. The lower standard deviation indicates that the perceptions of the factors of attrition are fairly uniform among the employees.

**Table 6: Chi-Square Test for Attrition Factors and Attrition Risk**

	<b>Attrition Factors</b>	<b>Attrition Risk</b>
<b>Chi-Square</b>	53.222	2.364
<b>df</b>	9	2
<b>Asymp. Sig.</b>	0.000	0.307

Table 6 presents the result of the Chi-Square test of the factors of attrition and the risk of attrition. The Chi-Square statistic of the factors of attrition is 53.222 with 9 degrees of freedom and the corresponding Asymp. Sig. is 0.000. Since the p-value is less than 0.05, the result is statistically significant and it signifies that the factors of attrition significantly influence the attrition of the employees in the cooperative workplace. But the Chi-Square statistic of the risk of attrition is 2.364 with 2 degrees of freedom and the significance level is 0.307. Since this p-value is more than 0.05, it indicates that the risk of attrition is not statistically significant in the scenario of employee turnover.

## **Objective 2:**

**To evaluate the success of existing retention strategies in corporate workplace.**

Table 6 presents the result of the Chi-Square test of the factors of attrition and the risk of attrition. The Chi-Square statistic of the factors of attrition is 53.222 with 9 degrees of freedom and the corresponding Asymp. Sig. is 0.000. Since the p-value is less than 0.05, the result is statistically significant and it signifies that the factors of attrition significantly influence the attrition of the employees in the cooperative workplace. But the Chi-Square statistic of the risk of attrition is 2.364 with 2 degrees of freedom and the significance level is 0.307. Since this p-value is more than 0.05, it indicates that the risk of attrition is not statistically significant in the scenario of employee turnover.

Hypothesis

**Null Hypothesis (H<sub>0</sub>):** Existing retention strategies do not have a significant impact on employee retention in corporate workplaces.

**Alternative Hypothesis (H<sub>1</sub>):** Existing retention strategies have a significant impact on employee retention in corporate workplaces.

Table 7 Reliability Analysis of Retention Success and Retention Factors			
Cronbach's Alpha	N of Items		
0.741	2		
<p>Table 7 shows the reliability test for a two-item scale, which returns a Cronbach's Alpha of 0.741. The figure reflects an acceptable internal consistency, implying that the two items utilized in the test are sufficiently reliable for measurement of the construct of interest. While reliability improves with more items, a Cronbach’s Alpha above 0.7 is generally considered acceptable in social science research</p>			
Table 8: Descriptive Statistics of Retention Success and Retention Factors			
	Mean	Std. Deviation	
Retention Success	2.7576	1.10740	
Retention Factors	2.9838	0.39556	
<p>Table 8 offers descriptive statistics on retention success and factors of retention. The average score on retention success is 2.7576 with a fairly high standard deviation of 1.10740, which means that employees' perceptions of the success of retention are quite varied. This indicates that while some employees consider the efforts at retaining employees to be effective, others might not. However, the average score on factors of retention is 2.9838 with a fairly low standard deviation of 0.39556, which means that employees tend to hold fairly similar perceptions of the factors that lead to retention.</p>			
Table 9: Spearman Rank Correlation Between Retention Success and Retention Factors			
			Retention Factors
Spearman's rho	Retention Success	Correlation Coefficient	0.685
		Sig. (2-tailed)	0.040
		N	99
<p>Table 9 shows the Spearman Rank Correlation between retention success and retention factors. The coefficient of correlation (<math>\rho = 0.685</math>) reveals a moderately strong positive association between the two variables. The p-value (Sig. 2-tailed) is 0.040, less than 0.05, which shows that the correlation is statistically significant. This implies there is strong evidence to accept that retention factors have a significant influence on retention success in the corporate world.</p>			

### **Objective 3:**

#### **To formulate suggestions for employee retention in corporate work place settings enhancing.**

Retention of employees is essential to company success because turnover rates are expensive, reduce productivity, and lead to loss of institutional knowledge. To build good retention strategies into the corporate work environment, factors of employee engagement and satisfaction need to be fully comprehended. In order to stimulate enhancement in retention involves the effecting of policy that constructs the company culture to be positive, career advancement opportunity, rewarding staff performance, and quality of life. Organizations should also respond to shifting workforce expectation by effecting flexible working systems, professional opportunities for growth, and competitive wages and benefits. By creating targeted employee retention guidelines, companies are able to create a sustainable motivated workforce that will result in better performance, innovation, and long-term business prosperity.

#### **Hypothesis**

**Null Hypothesis (H<sub>0</sub>):** There exists no significant correlation between improved retention practices and employee retention within corporate work environments.

**Alternative Hypothesis (H<sub>1</sub>):** Improved retention initiatives have a sizable positive effect on employee retention for corporate workplace organizations.

**Table 10: Reliability Analysis of Enhanced retention strategies**

Cronbach's Alpha	N of Items
0.723	4

Table 10 shows the Cronbach's Alpha reliability analysis of the scale for enhanced retention strategies. The Cronbach's Alpha value calculated is 0.723, and this is satisfactory in terms of internal consistency of the four items on the scale. In social science studies, a Cronbach's Alpha of more than 0.7 is acceptable, and it implies that measurement items for enhanced retention strategies are consistent and reliable

**Table 11: Descriptive Statistics preferred retention initiatives and the perceived effectiveness of new retention strategies**

	Mean	Std. Deviation
Preferred Retention Initiatives	2.434	1.230
Perceived Effectiveness of New Retention Strategies	1.737	0.828

Table 11 shows descriptive statistics of most preferred retention initiatives and perceived effectiveness of new retention strategies in the business world. The mean score of most preferred retention initiatives is 2.434 with fairly high variability (standard deviation of 1.230), reflecting that employees have different preferences about the initiatives. Some of the employees may strongly prefer some of the initiatives while others may not see them as of high value. The high variability indicates that one kind of retention approach may not prove to be effective, and the company has to consider tailored or flexible retention strategies based on the needs of the employees. The average score of the perceived effectiveness of new retention strategies is 1.737 with the variability of 0.828

**Table 12: Friedman Test preferred retention initiatives and the perceived effectiveness of new retention strategies**

	Mean Rank
Perceived Effectiveness of New Retention Strategies	1.33
Preferred Retention Initiatives	1.67

The preferred retention initiatives' mean rank (1.67) is greater than the new retention strategies' mean rank for perceived effectiveness (1.33). This means that employees have definite preferences for some retention initiatives but do not rate the newly introduced strategies as highly effective. The difference points towards a possible mismatch between the strategies introduced by the organization and the employees' actual expectations.

Table 13: Test Statistics Friedman Test Results	
Test Statistics	
N	99
Chi-Square	16.254
df	1
Asymp. Sig.	0.000
<p>The Chi-Square value of 16.254 for 1 degree of freedom with a p-value of 0.000 suggests that the difference between the most preferred retention initiatives and how effective new retention methods are is significant statistically. With the p-value of less than 0.05, it is established that the employees perceive that there is a significant difference between the initiatives that they prefer and the effectiveness of the current retention strategies.</p> <p>Based on the statistical analysis of the employee retention strategies in the corporate working environment, it is evident that the difference between the desired employee retention initiatives and the observed effectiveness of the new strategies is significant. The reliability of the measure of the enhanced retention strategies is verified through the reliability analysis (Table 10) with the Cronbach's Alpha of 0.723 that falls within the boundary of good reliability. The descriptive statistics (Table 11) also reveal that the employees prefer diversified retention initiatives with the mean score of 2.434 and high standard deviation of 1.230 that indicates the one-size-fits-all approach will not prove effective. Additionally, the relatively low mean score of 1.737 of the effectiveness of the new strategies also indicates that the employees are not satisfied with the strategies implemented.</p> <p>The Friedman Test (Tables 12 and 13) confirms that the most favored retention initiatives and the efficiency of new strategies are statistically significantly different with the Chi-Square of 16.254 and the p-value of 0.000. The higher mean rank of favored retention initiatives (1.67) than the perceived effectiveness (1.33) confirms that the organizational strategies and the employee expectations are not in alignment. With these findings, the null hypothesis (<math>H_0</math>) that no significant relationship exists between the better retention strategies and employee retention is rejected in favor of the alternative hypothesis (<math>H_1</math>) that confirms that the retention strategies influence employee. These results indicate that corporate workplaces must reassess their retention strategies to better align with employee preferences. Organizations should engage employees in decision-making, conduct regular feedback surveys, and implement customized retention initiatives to improve job satisfaction and reduce turnover. By addressing the gap between employee expectations and existing strategies, companies can enhance retention, boost productivity, and foster a more committed workforce.</p>	

#### **Objective 4:**

##### **To determine if employees are getting enough amenities.**

Employee amenities are a crucial element of workplace satisfaction, health and productivity. Employee amenities refer to basic resources like ergonomic working spaces, cafeteria facilities, resting areas, wellness programs, recreational facilities, and access to professional development. More than just allowing the employee to be at their best, a well-equipped workplace is also the best way to motivate employees, minimize stress and reinforce the healthy organizational culture.

Organizations should be critical in deciding whether or not the comfort of its employees is being managed through proper means. The absence of proper amenities can provoke discomfort, reduce productivity, and thus, raise attrition rates. Meanwhile, the well-planned and implemented facilities and services lead to job satisfaction and general employee engagement. Moreover, the work environment is getting more complicated and the rapidly changing workforce entails the companies to constantly upgrade their amenities in order to stay competitive. Systematic assessment of the effectiveness and sufficiency of the place's conveniences is the instrument companies rely upon to come up with a place where the whole team can gain an opportunity to get together and communicate. As a consequence, organizational performance is enhanced and the organization is now able to retain the workforce more easily and for a longer period.

##### **Hypothesis**

**Null Hypothesis (H<sub>0</sub>):** Employees are being provided with adequate workplace amenities, and there is no gap between the workplace or amenities they expect and the settings or facilities they are offered.

**Alternative Hypothesis (H<sub>1</sub>):** Here is a disappointment with the facilities provided to workers; a big discrepancy can be observed from the facilities that are not the way people want them to be and the expectations of the workers.

**Table 14: Reliability Analysis of Workplace Amenities and Overall, Job Satisfaction**

Cronbach's Alpha	N of Items
0.745	2

Table 14 shows the reliability test for the workplace amenities scale with Cronbach's Alpha. The result of Cronbach's Alpha is 0.745, which reflects a high level of internal consistency of the two items in the scale. In social science research, a Cronbach's Alpha value greater than 0.7 is acceptable, such that the items utilized to measure employee amenities are consistent and reliable.

**Table 15: Descriptive Statistics of Workplace Amenities and Overall Job Satisfaction**

	Mean	Std. Deviation
<b>Overall, Job Satisfaction</b>	2.444	0.939
<b>Workplace Amenities</b>	2.330	0.458

Table 15 shows the descriptive statistics for workplace facilities and general job satisfaction. The mean for general job satisfaction is 2.444 and has a standard deviation of 0.939, which indicates that employees possess diverse levels of job satisfaction. The fairly high standard deviation reflects wide variations in individual experiences and perceptions of job satisfaction.

Mean rating of workplace facilities is 2.330 and has a lesser standard deviation of 0.458, meaning employees have reasonably homogeneous views concerning the presence and quality of workplace facilities. Mean value being somewhat on the lesser side indicates the possibility that the employees are not very satisfied with the facilities they receive.

**Table 16: Model Summary of Regression Analysis for Workplace Amenities and Job Satisfaction**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.628	0.395	0.310	0.044

Table 16 shows the model summary of the regression analysis to test the correlation between workplace amenities and overall job satisfaction. The R-value of 0.628 shows that there is a moderate positive relationship between the independent variable (workplace amenities) and the dependent variable (overall job satisfaction). The R-Square value of 0.395 indicates that 39.5% of the variation in overall job satisfaction is explained by workplace amenities. The Adjusted R-Square (0.310) is a little bit lower, having controlled for the number of predictors in the model, showing an acceptably good model fit. The standard error of the estimate (0.044) measures the average discrepancy of actual levels of satisfaction and the values estimated.

**Table 17: ANOVA of Regression Analysis for Workplace Amenities and Job Satisfaction**

Model		Sum of Squares	df	Mean Square	F	Sig.
<b>1</b>	Regression	4.500	1	4.5	5.100	0.02
	Residual	85.500	97	0.882		
	Total	90.000	98			

**Dependent Variable: Overall, Job Satisfaction**

**Predictors: (Constant), Workplace Amenities**

Table 17 tests the overall significance of the regression model. The F-value (5.100) and the p-value (0.02) show that the model is significant at a 5% level ( $p < 0.05$ ). It implies that workplace amenities significantly influence overall job satisfaction. The regression sum of squares (4.500) indicates the explained variation in job satisfaction by workplace amenities, while the residual sum of squares (85.500) indicates unexplained variation because of other factors. As the p-value is less than 0.05, we reject the null hypothesis and conclude that workplace amenities have a significant effect on job satisfaction.

**Table 18: Coefficients of Regression Analysis for Workplace Amenities and Job Satisfaction**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.579	0.494		5.219	0.000
	Workplace Amenities	0.058	0.208	0.028	0.277	0.048

Dependent Variable: Job Satisfaction Overall

Table 18 lists the regression coefficients for workplace facilities. The constant (2.579,  $p = 0.000$ ) is the level of overall job satisfaction that can be predicted in the absence of workplace facilities. The coefficient for workplace facilities ( $B = 0.058$ ,  $p = 0.048$ ) indicates that overall job satisfaction will increase by 0.058 units for every unit increase in workplace facilities, other factors being constant. The p-value (0.048) certifies that this effect is statistically significant at 5% level, i.e., workplace amenities do have a measurable positive effect on employee satisfaction.

## **5.1 SUMMURY**

The research analyses employee turnover in cooperative offices in Mukkam, with a specific focus on reasons such as job discontent, non-progress in career, and unfavourable working conditions as major causes of turnover. It points out that the workforce is young and female in nature, and turnover is high during the first two years of employment. The research finds ineffective management, interference by political leaders, and poor facilities as major causes of turnover. Statistical tests, such as reliability tests and regression analysis, indicate that workplace facilities and retention measures play a critical role in job satisfaction and employee retention. The evidence indicates that collaborative organizations must enhance management practices, provide improved career development opportunities, and improve workplace facilities to curtail attrition and create an enabling work environment. The research finds that aligning employee expectations and retention strategies, and filling workplace facilities gaps, are key to enhancing organizational stability and employee satisfaction.

## 5.2 FINDINGS

- The data shows that a significant number of employees (55%) between the ages of 20 and 25 have been leaving the company. The lowest attrition rate is observed among employees who are 40 years or older (2%).
- It has been observed that employees who have been with a company for 1 to 2 years tend to have a higher attrition rate of 27%. The attrition rate for employees who have been with the company above 3 years drops to 19%.
- 50% of employees are satisfied with their jobs. This suggests a confident and positive sentiment among employees. Employees reported discontent at lower Rate is 1%
- 68.7% of employees find their work engaging and stimulating, indicating a positive work environment with growth opportunities. A lesser minority of employees 1% regard their work to be “not challenging”.
- Data shows financial security and a positive work environment are key factors for employee satisfaction. 89% prioritize salary, amenities and location are also important considerations.
- 41% of employees are demotivated due to lack of career growth opportunities. Employees were less likely to report a lack of job security (29%) or a weak business culture (31%) as demotivators.
- Salary and rewards are the most common sources of frustration for 76% of respondents. 32% indicated dissatisfaction with the location.
- The majority of employees, 85% believe that their job adds to the company’s aims. 15% of employees said “no” to the question which indicate a need for improved communication of employees’ roles with the company’s goal
- 84% of employees say their present role provides opportunity for professional progress. However, some employees (15%) are hesitant or do not perceive prospects for advancement.
- 59%% of employees are content with their current salary, while the remaining 41% are neutral or dissatisfied. This indicate that a sizable section of the workforce may be looking for higher compensation.
- 51% of respondents found it harder to negotiate a higher wage compared to employees in the other industries. 25% of respondents believe it is easier to earn better wage than employees in other industries.

- 53% of employees are satisfied with the compensation and benefits provided by their company. However, minority (12%) believe they are not being appropriately compensated.
- Substantial portion of the workforce (53%) is either dissatisfied or neutral regarding their work-life balance.
- Companies that do not offer programs (60.6%) have the highest percentage of employee attrition.
- Majority of respondents (25%) found the programs to be “Not Effective” which implies that there is a need for improvement in company programs.
- Office Space and Layout is the most popular workplace amenity, with 45% of employees reporting satisfaction.
- The majority employees, at 77%, are satisfied or somewhat satisfied with the level of communication and transparency at their company. Only a small percentage, 3% are dissatisfied.
- The data shows that most employees feel valued by their managers and colleagues, with 44% of respondents agreeing or strongly agreeing. 23% of respondents reported disagreeing with feeling valued by their manager.
- 72.7% of employees report that teamwork and collaboration is present, while 27.3% indicate that teamwork and collaboration is not present in your department.
- According to the data, 59% of employees say feedback is heard and acted upon, while 16% say it is not heard and acted on.
- 61% of survey respondents are aware of existing retention tactics. 25% of respondents replied no, as they were unaware of retention techniques.
- Most respondents (34.1% and 18.7%) believe the strategies are somewhat or not effective in retaining employees. 36.3% of respondents believe the strategies are effective.
- Career development opportunities are the programme most likely to be beneficial in promoting employee retention, as indicated by 43% of respondents.

## 5.2 SUGGESTION

- The company should conduct focus groups or surveys to learn more about what could improve these workers' job happiness.
- Provide competitive salaries and benefits. Workers like to believe they are developing professionally and learning new things.
- Offer opportunities for growth and development. Workers like to believe they are developing professionally and learning new things.
- Recognize and reward employees for their accomplishments. This will help employees feel valued and appreciated.
- Challenge the under-challenged group. Managers could provide more challenging tasks for employees who find their work not challenging.
- Regular conversations to employees about their workload and challenges can help managers to identify potential problems before they arise.
- Make flexible work alternatives available, such reduced workweeks, remote work choices, or adjustable start and end times.
- The company can invest in professional development by providing employees with opportunities to attend training courses, conferences, and workshops.
- Hold team-building exercises to help employees get to know each other better and work together more effectively. Address any conflicts that may be hindering teamwork and collaboration.

### **5.3 CONCLUSION**

Employee attrition is an ongoing concern for business, resulting in lost productivity, lower morale and considerable financial costs. While some turnover is unavoidable, business may drastically minimise its impact by understanding what drives employees away. Companies can identify critical areas for improvement by doing detailed data analysis and obtaining employee feedback, such as inadequate remuneration and benefits, poor work-life balance, or a lack of growth possibilities.

Addressing these core reasons allows business to establish a work environment that promotes employee well-being and engagement. This involves providing competitive wage packages, encouraging a healthy work-life balance through flexible work arrangements and investing in professional development opportunities. Furthermore, creating a positive work culture that values open communication, gratitude and recognition may significantly increase employee morale and loyalty.

Finally, investing in employee retention strategies is about more than just preventing the flow of departures; it's about setting a firm foundation for long term success. A steady and motivated staff leads to greater production, innovation, and customer satisfaction. By emphasising employee well-being and establishing a workplace where people feel appreciated and engaged, firms may unlock their full potential and obtain a competitive advantage in the marketplace.

The study on employee attrition in corporate workplaces, with special references to Mukkam, highlights the critical factors contributing to employee turnover and its impact on organizational performance. The research reveals that attrition is influenced by a combination of factors such as job dissatisfaction, lack of career growth opportunities, inadequate work-life balance, and insufficient compensation. Additionally, workplace culture and management practices play a significant role in employee retention.

## 6.1 REFERENCE

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## **QUESTIONNAIRE**

1. Age

20-25

26-30

31-35

36-40

40 above

2. Job Role \_\_\_\_\_

3. Sex

Male

Female

Other

4. Year of service

Less than 6 months

6 months – 1 year

1 – 2 years

2 – 3 years

Above 3 years

5. How satisfied are you with your job overall?

Strongly Satisfied

Satisfied

Neutral

Dissatisfied

Strongly Dissatisfied

6. How challenging and stimulating do you find your work?

Not Challenging

Somewhat Challenging

Challenging

Very Challenging

Extremely Challenging

7. Which of the following aspects do you find most satisfying?

Salary

Reward (pf, bonus)

Location

Workplace Amenities

Others

8. Are there any factors that demotivates you in your job?

☐ Yes

☐ No

☐ Maybe

9. Which of the following factors do you find most frustrating and demotivating?

Salary

Reward

Location

Workplace Amenities

Others

10. Do you feel like your work is meaningful and contributes to the company's goal?

☐ Yes

☐ No

☐ Maybe

11. Do you have opportunities for professional growth and development in your current role?

☐ Yes

☐ No

☐ Maybe

12. Are you satisfied with your current salary and benefits package?

- ☐ Strongly Satisfied
- ☐ Satisfied
- ☐ Neutral
- ☐ Dissatisfied
- ☐ Strongly Dissatisfied

13. Do you think it's difficult to get higher salary as compared to employees working in other industries?

- ☐ Yes
- ☐ No
- ☐ Maybe

14. Do you think you are getting adequate compensation or benefits.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

15. How satisfied are you with your current work-life balance?

- ☐ Strongly Satisfied
- ☐ Satisfied
- ☐ Neutral
- ☐ Dissatisfied
- ☐ Strongly Dissatisfied

16. Does the company offer any programs in helping you to achieve work-life balance?

- ☐ Yes
- ☐ No
- ☐ Maybe

17. If yes, how effective are these programs in helping you achieve work-life balance?

☐ Not Effective

☐ Somewhat Effective

☐ Effective

☐ Very Effective

☐ Extremely Effective

18. Which of the following workplace amenities are you satisfied with?

Office space and layout

Work equipment and technology

Access to breaks and relaxation areas

Health and wellness resources or programs

Food and beverage options

19. How satisfied are you with the communication and transparency within the company?

☐ Strongly Satisfied

☐ Satisfied

☐ Neutral

☐ Dissatisfied

☐ Strongly Dissatisfied

20. Do you feel like your feel valued and appreciated by your manager and colleagues?

☐ Strongly Disagree

☐ Disagree

☐ Neutral

☐ Agree

☐ Strongly Disagree

21. Is there strong sense of teamwork and collaboration within your department?

☐ Yes

☐ No

☐ Maybe

22. Do you feel like your feedback is heard and acted upon by management?

☐ Yes

☐ No

☐ Maybe

23. Are you aware of any existing retention strategies implemented by the company?

☐ Yes

☐ No

☐ Maybe

24. If yes, how effective do you find these strategies in encouraging you to stay with the company?

☐ Not Effective

☐ Somewhat Effective

☐ Effective

☐ Very Effective

☐ Extremely Effective

25. Which of the following additional initiatives or programs do you think would be most effective in improving employee retention?

Employee Recognition

Career Development Opportunities

Wellness Offerings

Flexible Work Arrangement

Other