

“A STUDY ON EFFECT OF LABOUR TURNOVER TO ACHIEVE ORGANISATIONAL GOAL” AT TEXCO FASHIONS, DODDABALLAPUR

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Abstract: This study delves into the significant impact of labor turnover on achieving organizational goals within the textile industry. The textile sector, characterized by its labour-intensive nature, often grapples with high turnover rates, which can hinder the attainment of strategic objectives. This research investigates the intricate relationship between labor turnover & organizational success, aiming to uncover strategies that mitigate turnover's adverse effects. By analysing data from various textile , this study identifies a range of consequences linked to labor turnover, such as reduced productivity, increased training costs, & disrupted workflow. Moreover, it explores the underlying factors contributing to turnover, including job dissatisfaction, lack of growth opportunities, and unsupportive work environments. The research then shifts its focus to potential solutions, suggesting the implementation of robust employee retention programs, improved job design, & comprehensive skill development initiatives. By understanding the intricate dynamics between labor turnover & organizational achievement, this study offers valuable insights that textile industry leaders can utilize to foster a stable & productive workforce, ultimately driving the industry towards its strategic goals

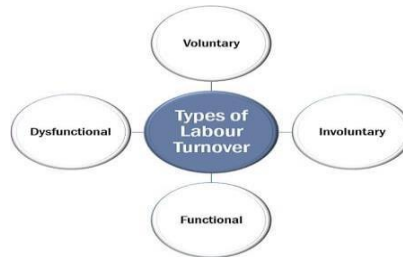
Key words : . Labor turnover Organizational goals, Textile industry, Employee retention, Workforce stability, Productivity , Training costs, Job satisfaction , Growth opportunities, Work environment, Job design, Skill development

Introduction:

The phenomenon of labor turnover, characterized by the movement of employees in and out of an organization, has emerged as a pivotal area of concern for industries aiming to achieve their organizational goals, particularly within the context of the textile industry. With its labour-intensive nature and intricate operational processes, the textile sector is particularly susceptible to the effects of labor turnover. High turnover rates can lead to a series of adverse consequences, such as decreased

productivity, increased training costs, and disruptions in workflow. Consequently, understanding the intricate interplay between labor turnover and organizational success becomes imperative for industry leaders seeking to develop strategies that not only mitigate turnover's negative impact but also harness its potential for driving the industry towards its overarching objectives.

Types of labour turnover



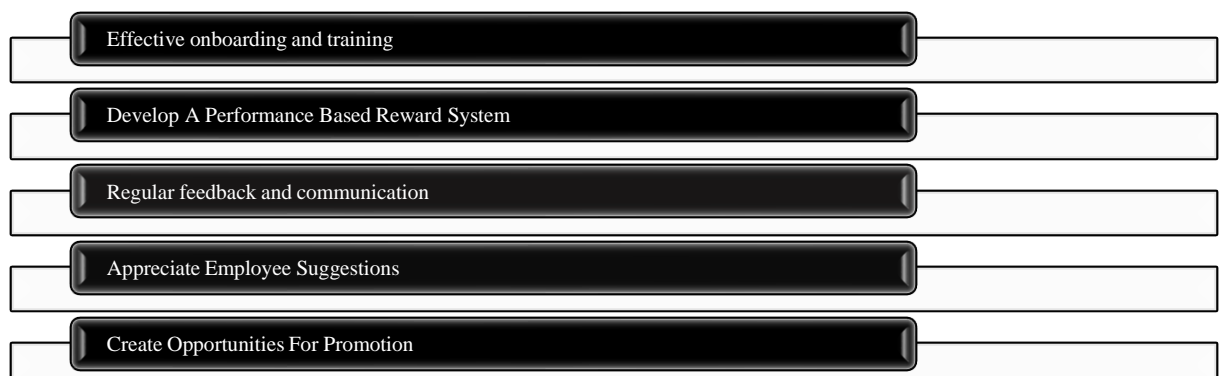
The various types of staff turnover are

- **Voluntary staff turnover:** Voluntary staff turnover is the term used to describe when employees opt to leave a company on their own initiative by resigning / leaving.
- **Involuntary staff turnover:** Involuntary staff turnover occurs when the employer decides to terminate the employee, / in other words, when he is let go from his position.
- **Desirable staff turnover:** In some instances, a business will let go / fire a performer & bring in new hiring to take his place. This circumstance, known as desired worker turnover, is crucial for the company's wellbeing.
- **Undesirable staff turnover:** An organization's bottom line is affected for a long time if one of its top performers quits for whatever reason. This is characterised as unfavourable employee turnover since it is challenging to find replacements for such a workforce.

Strategies to Reduce Labour Turnover

Unavoidable in business is labour turnover. However, it is manageable by acting promptly and enhancing current human resource strategies.

Let us have a look at other ways of lowering the number of exits:



Literature Review :

1. Impact of exclusive anthropoid reserve running practices on health care worker occupation fulfilment & income intent

- **Authors :** Yang , B., & Hyun , S.S.
- **Years:** 2022
- **published Date & publishers Name:** 2022 & IGI Global, Global Journal of information systems in the service sector

In the health care industry of the Joint Arabian Emirates, this study investigates the connection between employee turnover intentions & human resource practises. Results indicated that HRM practises are significantly correlated with desire to leave, although it is advised to include the private health care industry and workers from various emirates. Management of healthcare institutions should redesign HRM procedures to boost employee satisfaction and lower desire to leave.

2. To a better sympathetic in what way unhappiness ambitions employee revenue

- **Authors :** Tim .V Eaton & Sean T. Lyons
- **Years:** 2021
- **Published Date & publishers Name:** 2021 & The Academy Of Management Journal Consuming physical comparison modelling & survival analysis, this work generalised Hom-Griffith model & put test. It was discovered that while unemployment, inter-role conflict & job avoidance have indirect influence. The Academy of Management the owner of the copyright for its journal.

3. The cost of turnover conservatoire of managing viewpoints

- **Author :** David G. Allen
 - **Year:** 2019
 - **Published Date & publishers Name:** 2019 & the academy of management perspectives journal
- The financial costs are covered in this article, covering direct expenditures like hiring and training staff well as indirect costs like missed productivity and depressed morale. The author contends that spending on retention tactics can help organisations lessen the negative impacts of turnover.

4. The effects of labour turnover on organisational culture of academic libraries in Ghana”

- **Author:** Atta yaw son
- **Year :** 2018
- **Published Date & publishers Name:** 2018 & journal of librarianship and information Employee turnover is problem that many firms frequently encounter. Employee turnover & their plans to leave have been the subject of numerous studies. A education

of relevant literature was conducted with focus on worker retention & impact that organisational culture these aspects. Data from empirical and conceptual research, gathered in 51 resources, stayed used analyse the problem of employee turnover & its relationship to organisational culture.

Objectives of The Study:

- To understand the effects of labor turnover to achieve organisational goal at TexcoFashions
- To identify the causes of labor turnover within the organisational goal
- To determine the relationship between labor turnover and organisational goal
- To asses the best practices for reducing labor turnover

Limitation :

- The study might suffer from sample bias if the chosen participants do not accurately represent the broader population of workers
- Economic conditions, technological advancement & regulatory changes can influence both labour turnover & organisational performance
- The study might not fully consider how organisational culture & management practices influence turnover rates & their subsequent impact on achieving goals
- Frequently turnover can place additional stress on managers who need to repeatedly onboard & integrate new team members.

Research Methodology :

A quantitative research approach could be employed. Data would be collected on turnover rates and productivity metrics from Texco fashions over a specific time frame.

Framing sample	Texco fashions
Sampling size	130 Response (50% of population)
Sampling method	Simple Random Sampling
Sampling technique	Statistical package for Social Science (SPSS)
Data collection method	Survey method
Data collection tool	Survey method

Descriptive Design:

This study hand-me-down descriptive research because it helps to get trustworthy, impartial data.

Primary data

Data that not been updated / altered in any manner referred to as primary data. Surveys, tests, & experiments were used gather it directly from the source. A variety methods can used to collect primary data.

Secondary data

Statistics that previously been gathered and assessed by a person other than user referred secondary data. There several methods that may be used collect the secondary data.

Correlation

		28. Employee engagement programs can reduce labor turnover?	26. Offering competitive compensation and benefits can reduce labor turnover?	40. Opportunities for learning and development are provided by the employer?
28. Employee engagement programs can reduce labor turnover?	Pearson Correlation	1	.224*	.204*
	Sig. (2- tailed)		.013	.023
	N	123	123	123
26. Offering competitive compensation and benefits can reduce labor turnover?	Pearson Correlation	.224*	1	.276**
	Sig. (2- tailed)	.013		.002
	N	123	123	123
40. Opportunities for learning and development are provided by the employer?	Pearson Correlation	.204*	.276**	1
	Sig. (2- tailed)	.023	.002	
	N	123	123	123
*. Correlation is substantial at the 0.05 level (2-tailed).				
**. Relationship is significant at the 0.01 level (2-tailed).				

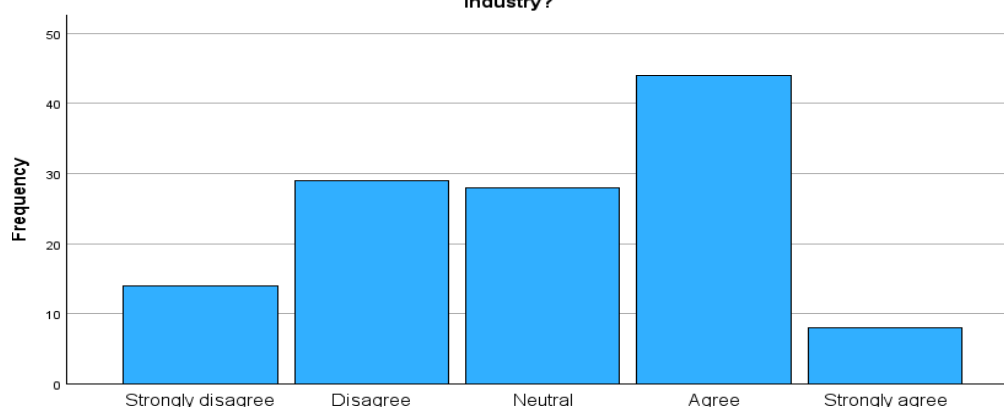
Interpretation

The Pearson correlation matrix shows a frail confident association amongst employer appointment programs, offering competitive compensation & benefits, & opportunities for learning & development provided by the employer. Employees who believe in these programs reduce labour turnover extra possible to believe the efficiency of competitive compensation & benefits. The reasonable positive relationship between inexpensive compensation & benefits & opportunities for learning & development is highly unlikely to have happened by coincidental.

Descriptive Frequency :

High labor turnover negatively affects the achievement of organizational goals in the textile manufacturing industry?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	14	11.3	11.4	11.4
	Disagree	29	23.4	23.6	35.0
	Neutral	28	22.6	22.8	57.7
	Agree	44	35.5	35.8	93.5
	Strongly agree	8	6.5	6.5	100.0
	Total	123	99.2	100.0	
Missing	System	1	.8		
Total		124	100.0		

1. High labor turnover negatively affects the achievement of organizational goals in the textile manufacturing industry?



Interpretation:

The table represents the frequency and percentage circulation responses to statement regarding the impact high labour turnover on the achievement of organizational goals in the textile manufacturing industry. "Strongly disagree" 11.3% of the total sample. "Disagree" 23.4% of the total sample. "Neutral": 22.6% of the total sample "Agree"35.5% of the total sample. "Strongly agree"6.5% of the total sample.

Chi-square Test :

Gender * 23. Work-life balance in the current job role is satisfactory?

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	16.139 ^a	4	.003
Likelihood Ratio	16.589	4	.002
Linear-by-Linear Association	9.113	1	.003
N of Valid Cases	123		

Symmetric Measures

		Value	ApproximateSignificance
Nominal by Nominal	Phi	.362	.003
	Cramer's V	.362	.003
N of Valid Cases		123	

Interpretation

Based on the statistical tests and measures, it can be inferred that there is a significant and moderate to strong association between gender and work-life balance satisfaction in the current job role for the given dataset. Further investigation may be needed to understand the specific nature of this association, whether one gender tends to be more satisfied with work-life balance compared to the other, and any potential implications for addressing work-life balance concerns in the workplace.

One-way

ANOVA

		Sum ofSquares	df	Mean Square	F	Sig.
23. Work-life balance in the	Between Groups	11.854	1	11.854	9.768	.002

current job role is satisfactory?	WithinGroups	146.829	121	1.213		
	Total	158.683	122			
34. High labor turnover is a sign of poor management practices?	Between Groups	9.366	1	9.366	8.384	.004
	WithinGroups	135.171	121	1.117		
	Total	144.537	122			
37. Effective communication between management and employees can reduce labor turnover?	Between Groups	13.207	1	13.207	8.585	.004
	WithinGroups	186.159	121	1.539		
	Total	199.366	122			
46. Employee engagement and motivation at work are?	Between Groups	12.297	1	12.297	8.732	.004
	WithinGroups	170.402	121	1.408		
	Total	182.699	122			

Interpretation

we conclude there are significant differences in responses between clusters of all four statements, and these differences are unlikely to be due to random chance. The null hypotheses are rejected in each case, suggesting that the groups' responses are not the same, and there are notable variations in their opinions or perceptions.

Findings :

- A significant proportion of respondents (35.5%) agree that high labor turnover negatively affects the achievement of organizational goals in the textile manufacturing industry.
- A substantial number of respondents (34.7%) agree that the cost of replacing employees due to labor turnover hinders the achievement of organizational goals in the textile manufacturing industry.
- A considerable portion of respondents (37.1%) agree that high labor turnover has a negative impact on productivity and the achievement of organizational goals in the textile manufacturing industry.

- A notable percentage of respondents (30.6%) agree that high labor turnover negatively impacts product quality and the achievement of organizational goals in the textile manufacturing industry.

Suggestion :

- **Employee Retention Strategies:** Implement strategies to improve employee retention to address concerns about high labor turnover and its impact on organizational goals.
- **Cost-Effective Solutions:** Explore cost-effective measures to reduce the cost of replacing employees, considering its perceived hindrance to achieving organizational goals.
- **Career Development Programs:** Develop comprehensive career development programs to provide growth opportunities for employees.
- **Employee Recognition Programs:** Introduce employee recognition programs to acknowledge and appreciate employees' contributions.

Conclusion :

The findings indicate that labor turnover significantly impacts Texco Fashions' ability to achieve its organizational goals. Employee dissatisfaction, communication gaps, & limited growth opportunities contribute to turnover concerns. To address these issues, Texco Fashions should prioritize employee engagement, career development, & effective communication. Transparent & open dialogue with employees can foster a positive work environment & improve overall morale. By focusing on talent retention strategies, training, & recognition programs, The Organization can reduce turnover, retain valuable talent, & create a motivated & dedicated workforce. These measures will positively impact organizational goals & position Texco Fashions for continued success in the textile manufacturing industry.

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