

Impact of Hygiene Factors on Employee Turnover: A Study of Ufone Private Limited



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Abstract

The purpose of the research was to explore the impact of hygiene factors on employee turnover and suggest suitable course of actions to prevent it. Hygiene factors include salary, company policies, work load and work environment, job security, quality of supervision and relationship with managers. For the analysis the organization chosen was Ufone PTML. An online questionnaire was designed and circulated in various departments of Ufone. A total of 70 responses were received. Through the survey it was observed that employees require these things in order to get motivated towards work. Managers must understand employees' problems as they are the valuable assets of the organization. As turnover is a burning issue for every organization, thus it is necessary for the organization to retain its skilled workforce to maintain a steady productivity.

Keywords: employee turnover, salary, company policies, work load and work environment, job security, quality of supervision and relationship with managers.

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