



Bahria University of Management & Social Sciences

*“The Impact of Health and Physical Work Environment upon Employee Retention
in Telecom Sector of Pakistan”*

MBA – 5 E

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Table of Contents

| | |
|---|-----------|
| Acknowledgements | 5 |
| Abstract..... | 6 |
| CHAPTER # 1: INTRODUCTION..... | 8 |
| CHAPTER # 2: LITERATURE REVIEW..... | 10 |
| 2.1 HSE in Organizations: | 11 |
| 2.2 Productivity:..... | 16 |
| 2.3 Employee Retention:..... | 18 |
| 2.3 Dimensions: | 26 |
| CHAPTER # 3: METHODOLOGY..... | 27 |
| 3.1 Research Strategy: | 27 |
| 3.1 Sampling Technique: | 27 |
| 3.3 Sample Size:..... | 27 |
| 3.4 Theoretical Framework:..... | 27 |
| 3.5 Hypothesis: | 28 |
| CHAPTER # 4: RESULTS AND ANALYSIS..... | 29 |
| 4.1 Reliability:..... | 29 |
| 4.2 Descriptive Statistics and Analysis: | 29 |
| 4.3 Pearson correlations matrix among study variables:..... | 31 |
| Hypotheses Testing:..... | 34 |
| 4.5 Demographics Analysis: | 38 |
| CHAPTER # 5: DISCUSSION AND CONCLUSION..... | 39 |
| 5.1 Discussion | 39 |
| 5.2 Limitations of the Study..... | 40 |

| | |
|--|-----------|
| 5.3 Conclusion | 40 |
| 5.4 Recommendations..... | 41 |
| REFERENCES..... | 42 |
| ANNEXURE 'A' | 54 |
| ANNEXURE 'B' (QUESTIONNAIRE)..... | 57 |

TABLE OF TABLES

Table 4.1.....29

Table 4.2.....31

Table 4.3.....32

Table 4.4.....34

Table 4.5.....35

Table 4.6.....35

Table 4.7.....36

Table 4.8.....37

Table 4.9.....37

TABLE OF FIGURES

Figure 3.4.....27

Figure 4.1.....33

Figure 4.2.....33

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Abstract

This research is about the Health and Physical Work Environment and their relationship with Employee Retention. The research encapsulates various dimensions of Health like Stress, Exercise etc. and that of the Physical Work Environment like Office Layout, Noise, Furniture etc. and tries to find out how they have an impact upon the Employee Retention. Within this process, the research also intends to find out the relationship of the Physical Work Environment with Productivity (used as a Moderating Variable) in order to find out the impact upon Employee Retention. Various literatures ranging from Health, Safety & Environment to Employee Retention was studied in order to ensure that the researcher has ample knowledge of various dimensions involved in the research. The research tool used was via questionnaires that were distributed to employees at Mobilink, Ufone and Telenor and SPSS software was used in order to conduct data analysis. The findings of the research were that Health and Physical Work Environment have a significant relationship with Employee Retention. Furthermore the Physical Work Environment has a significant relationship with Productivity as well which in turn impacts Employee Retention in the Telecom Sector of Pakistan. Hence, managers are recommended to focus upon the Health and Physical Work Environment of the employees.

Keywords: *health, physical work environment, productivity, employee retention, telecom sector, Pakistan.*