

**IMPACT OF HR PRACTICES
(PROMOTION, COMPENSATION, TRAINING AND DEVELOPMENT)
ON EMPLOYEE RETENTION IN OIL AND GAS SECTOR**



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Abstract

This research paper has taken into consideration the factors that affect the employee retention in the oil and gas sector. In this paper, we have taken into account Human Resource factors such as, Promotion, Compensation, Training and Development of employees. Other factors such as Recruitment & Selection, Performance Management and Personal domestic etc. would not be considered. Specifically, for research and data collection purposes, we have taken a sample of 150 employees from the selected companies of Pakistan (OGDCL, POL and MGCL). With the data that was collected, we carried out analysis through cross-tabulation and other graphical tools for defining the relationship between the dependent and independent variables. Lastly, this paper also talks about the relationship between the factors due to which companies experience high turnover of employees.

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