

ASPECTS THAT AFFECT WORKFORCE RETENTION

By

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Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	17-9-14	Bahria University	Literature Review.	
6	7-10-14	Bahria University	Chp 5 Conclusion & Recommendation.	
7	21-10-14	Bahria University	Critical Analysis	

APPROVAL FOR EXAMINATION

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Thesis Title: Aspects of workforce Potential or Aspects that affect workforce Potential.

I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 5% that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

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Abstract

Purpose: The statement of problem is that in the typical organization upper administration of the organization do not listen to the problem of their workforce and do not give them proper reply to their matters and this result into worker leave the companies.

Sampling and Finding: The data that is use in this project was quantitative data in which I made questionnaires and total 100 questionnaires were in black and white and of which 10 were incomplete and 10 were not filled by the respondent thus I got 80 questionnaires which were full and ready for further explanation and the software that I use was SPSS and the version was 16. quantitaive data was enter into this software for further study and this come up with the full clarification. Descriptive investigation was occupied. Finally data was preserved for getting frequencies and cumulative frequencies of the study and also the graphical interpretation of the research and the data was also put to get relation between the variable using the chi square test.

It has been observed that Soneri bank limited is focusing on much aspect that affects workforce retention. But the few things that as found in research and organization need to look after are as follow: In Soneri bank there is no proper appraisal system. Top management are not cooperative. No proper training system. Promotion is not given on the basis of experiences and not on the basis of education and completion of task No proper salary package. Lack of communication between the top management and their employees. Lack of better technology and not proper HRIS System

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