

**IMPACT OF HUMAN RESOURCE  
MANAGEMENT PRACTICES ON  
EMPLOYEE PERCEPTION ABOUT  
RETENTION IN TEXTILE INDUSTRY OF  
PAKISTAN**

**By**

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## Abstract

### **Purpose:**

The purpose of this research is to find out the impact of Human Resource Management Practices on Employee Perception about Retention among the managerial staff of the Textile Industry within Karachi, Pakistan.

### **Methodology/Sample:**

The research, being explanatory in nature, involved quantitative data collected through a questionnaire. The data were collect from a sample of 414 managerial level employees belonging to different textile companies within Karachi, Pakistan. For to analyze the data regression and correlation test is applied.

### **Findings:**

The investigation and analysis results that there is a significant impact of employee development, compensation and benefits, employee empowerment and health and safety practices on employee perception about retention.

### **Practical Implications:**

The findings of this research are likely to help the management of textile companies know about the weaknesses and strengths of their human resource management department. Developing employees, providing them handsome salary and benefits, empowering them and providing them healthy and safety environment helps the organization in retaining their employees.

**Keywords:** Employee Retention, Employee Training, Employee Development, Performance Appraisal, Compensation & Benefits, Employee Empowerment, Employee Health and Safety.

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