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IMPACT OF EMPLOYEE ATTRITION ON PEOPLE MANAGEMENT IN ORGANISATIONS

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ABSTRACT

When people do jobs that just don't suit their liking, they start feeling irritated and it results in Low productivity, dissatisfaction, low morale, absenteeism and other negative behavior till the employee is shown the door. It is therefore necessary for the organization to avoid this beforehand. The other expression for avoiding this type of behavior in organization is learning the people management skills or talent management

Talent management implies recognizing a person's inherent skills, traits, personality and offering him a matching job. If any other position is given it will cause discomfort, resulting in lack of talent pool, low productivity, inferior quality, dissatisfied customers and may even lead to shut down. A wrong fit will result in further hiring, re-training and other wasteful activities. This ultimately affects the society and the economy.

The objectives of the study was to find out Impact of Employee Attrition on People Management, the reasons about employee attrition, layoffs, mismatch between demand and supply and finally to develop ideas to manage talent. The paper highlights the topic in review of literature and analyzing the same. It also gives out the reasons for above framed objectives. How organization can retain talent, steps they can take and try to avoid attrition. The paper is compiled by collecting secondary data.

It is the job of the Management, particularly the HR Department, to place candidates with prudence and caution. No matter how inspiring the Leaders are, they are effective only when they work as a team. A team's output is healthy only if the members are in sync. To achieve such harmony, the key ingredient is "putting the right people in the right jobs".

Key Words: *Talent Management, Employee Attrition, Layoff, Re-Training, Productivity*
