

www.salematinee.com

Presents

Finding Nutrition in Attrition!

Attrition is one of the most prevalent apprehensions in the corporate world today. Organizations devote their asset, money, time for their employees and suddenly one day, employee google the best resignation letter in the world and edit it with their name and shoot out to their reporting managers. But my question is - Does it really happen all of a sudden? As if someone wake up one morning and says, Yes! let's resign today. Any person resigns mentally, 6 months before he/she writes the official resignation letter. But no one has time to observe all these things. Because, once resignation letter hits the table, we have HR to use their smart skills and do some abrupt magic under the valuable guidance of management. This made me to ponder a bit deep into this subject.

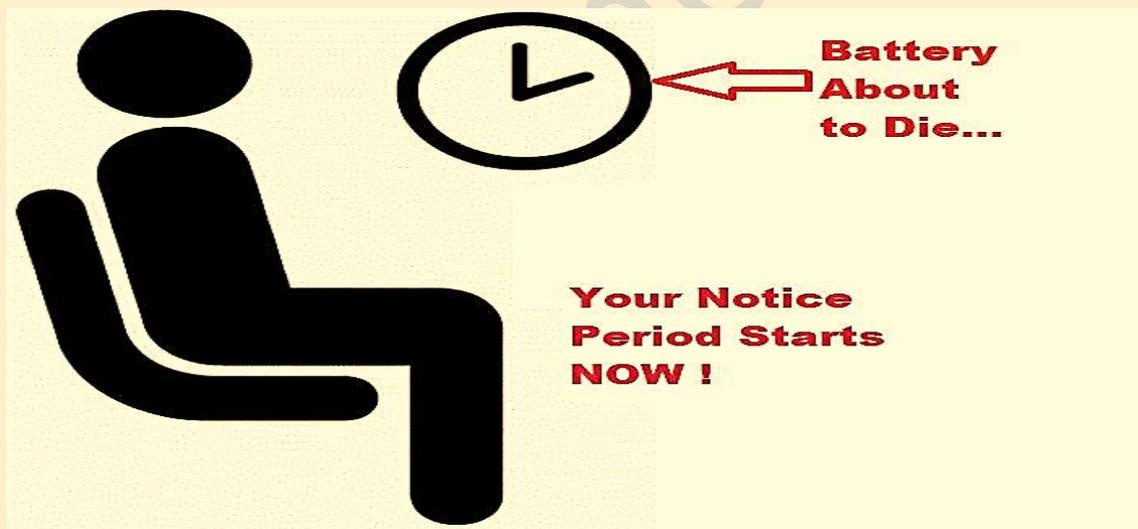
"Research says – more than 95 % of resignations fail to get retained by any means possible"

Why it happens? How it can be controlled? And is there a way to get rid of it? In this article we will try to question all the traditional methods of controlling attrition and their impact on individual as well as on the organization.

So, why do People Resign?

There are many reasons – Career Aspiration, Uncomfortable Work Culture, Getting No Time for Personal Life, Remuneration Issue, Boredom, and Personal Commitments etc. But whatever may be the reason, it's the organization who get affected if a good employee leaves them. So there are many innovative ideas which HR adopt to reduce the attrition rate. Let us first have a look on the traditional methods which is practiced immensely across all the industry verticals worldwide.

1. Serving Notice Period:



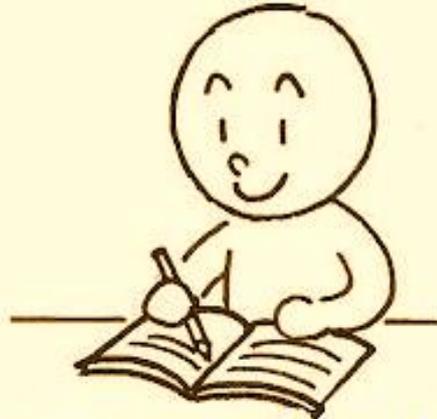
This is one of the most effective and humble method, where employees are asked to serve a notice period of say 1 or 2 month so that organization may find a replacement and a smooth transition can be made. This was the whole idea behind implementing this regulation. Reputed organizations strictly follow this and never use it to trouble an employee who contributed to their organizational growth (may be for a short term but with full dedication).

But now a days it's quite common to use it as a weapon to behead an employee who decides to leave. So notice periods are extended to its maximum possible duration, so that next hiring company find it difficult to wait for such a long time. And present company stops paying monthly salary from the day resignation hits the table. Now the employee will have to survive without salary (which was only the source to fulfill his/her minimum possible monthly basic needs) for couple of months and situation becomes more complicated if he/she is from a middle class family.

"Now, the game begins – if the employee is good, try to give 1 or 2 % more and ask him to stay back.

And if he/she is unproductive tell them to leave within a week so that organization can save some money and invest on their next talent hunt"

2. Signing a Bond:

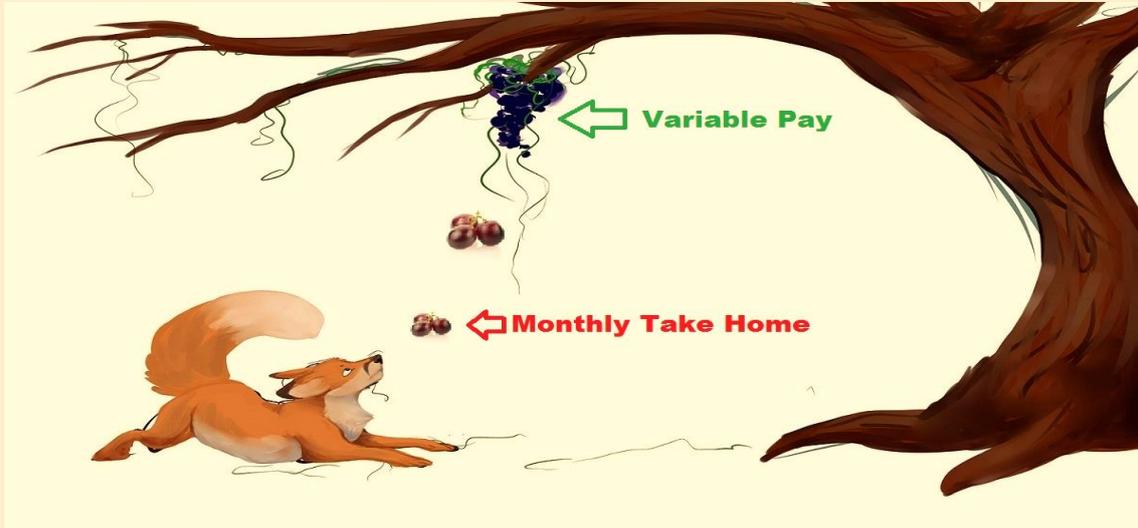


**If you need this Job...
Sign on this Bond Paper...
Right Now!**

Again the intention behind this practice was highly inspirational, where an employee is asked to sign a bond of say 2 years if CV tells that he/she has frequently switched his/her job. This helps them to understand the exact reason behind his/her frequent moves. It gives them time to figure out whether the candidate is productive and is just switching for a better remuneration or he/she is under performer that is why no organization allows him to stay for a long time.

And now this concept is practiced by some organizations to prison a good employee for a particular time period and take the work from them on a contractual basis. Now, employee has no right to question anything for next 2 years, whether it's related to appraisal or hectic and irrelevant work.

3. The Epic concept of Variable Pay:



This was one of the most intelligent ideas ever thought by any management body. The only thought behind this concept was to observe an employee for a year and analyse how much he/she has contributed to the organizational growth by his/her work. Then at the end of financial year he/she receives a variable pay which was huge part of the CTC which organization was saving on behalf of the employee so that he/she may get a good amount at the year end to take care of his personal life.

"And till now it is followed with the same intention by the reputed organizations (irrelevant of their size and turn over)"

"Even if the employee leaves in between due to any reason, he/she gets the percentage of variable pay at the year end based on the duration of service"

But now this concept has given birth to many unbelievable perceptions. If someone leaves before a year he/she will not get a single penny of variable pay because of his/her criminal decision to quit. No matter how sincerely he/she was working during this short tenure. If he/she decides not to suffer and compromise, let him go making all the possible trouble. If possible force him/her to pay some money to get the experience letter. After all we are the employer and he/she is just a worker who get paid by us. And finally when it will come to BGV again we will play the next round with him/her.

4. Seize the Certificates:



Whoever has found this method, I would like to meet personally and say:

"I came across many stupid in this short span of time, but you are the Hitler among all the stupidities which humanity has ever thought"

And I feel sorry for the organizations that follow this idea to retain an employee holding their original certificates. It's a pure blackmailing and crime and such organizations should immediately shut down their shutter because they are too senseless to understand the emerging market trends. Anyways I have never heard or seen any such organization growing YoY with such idiotic mind-set. If you ever come across any such organization and get a chance to listen their justification, it will make you laugh. They say – I never forced any

employee to give original certificates. But if he/she wants to join us this is only the way. And now the employee feels sorry for his/her decision because within few months he/she gets the confidence and understanding of corporate world, in which there was not a single percent support of that organization. When will our government start taking action against such heinous activities?

So, what is the solution?



Solution is very simple and straight. The organization who think and act as a human are bound to grow and flourish. And the egoistic and dictatorship kind of organizations are not going to compete anymore. And it's irrelevant of what services they provide or which industry vertical they belong to. Now is the time when HR department should be flooded with the people who can question and has a dare to stand against the stream. Fortunately, in these few years, I got opportunity to interact with many HRs and many Job portal agencies, face to face. One thing I found common in most of them. They all are in a race to prove that they are the only one who cares for the organization.

They always make decisions which are good for organization and are least bothered about employees' personal problems.

But the result is - attrition rate keeps on increasing YoY and organization fails to grow. What kind of care is this?

I would like to give a small example – Once I was given 100 bugs from my mom to bring vegetables. I went to market and suddenly a very creative idea came to my mind. Why not I purchase the vegetables having less rates and save some money to give back to my mom. I did the same; I purchased vegetables of around 50 bugs which will be same in quantity if I would have gone with vegetables of good quality in 100 bugs. I proudly told my mom – see the quantity of vegetable and guess the price. She saw the bag from outside and told I think you have spent all 100 bugs. Then I smiled and gave her 50 bugs back. I thought she will be very happy and I will get some 10 bugs as a tip. But when she opened the bag her reaction was something which I was not expecting. She started shouting, then I asked the reason. She went to kitchen and brought a knife and started cutting the vegetables. Out of 10 pieces 7 were rotten. I tried to defend myself saying - But I have saved 50 bugs for you and bought the vegetable with sufficient quantity. Then she said – Who told you to spend only 50 bugs. I gave you 100 bugs to spend and get some fresh vegetables. I got the message behind the words. In long run these cheap vegetables will ruin the health of family members.

Same is applicable for organizations where every department gets some budget, now it's their decision how are they going to invest it. And the investment is very critical for HR department.

They have a choice to hire more for less or less for more.

Hire experienced (Not the No. of Years decorated on CV with bold font)

or

Freshers (Not the current year pass out batch, it stands for Fresh Minds).

Hire with great academic record (Not the Marks reflecting on report card)

or an average scorer.

Pay as per their expectation or negotiate.

Obviously if you are hiring more for less, then more are unsatisfied and resignation hits the peak. But if you decide to hire less for more you get quality and attrition rate comes down drastically. So instead of being loyal and faithful to organization by showing less investment and more head counts, let's try to be at least faithful to the employees. Because they frame the word "Organization" and the day they come to know that I have someone in the name of HR to care, they start giving their best. And that's exactly what management expects from HR and their employees. Caring for employees, indirectly takes care of management, organization and clients as well. That's why HR abbreviation should not stand for Human Resource it should stand for Human Relations.

"But now it's neither used as Human Resource and it's far behind the thought of Human Relations.

It seems to be more as a Harassing Resource"

I may be wrong at many places because I don't have any idea how an organization thinks. But I am very much confident on my view points that how a human should think. Everyone has right to grow based on his capabilities and if we can't support them then let's not be a delude folk in their life. Any human being, society, country or an organization grows because of its thought process.

And Here I end my hunger of Finding Nutrition in Attrition!

Your thoughts, suggestions, comments (in favor or against) are most welcome all the time. I hope it was a good read and wish, it should reach to all who think to make transformation in the corporate culture irrespective of his/her post and position. Thank you so much!

Best Regards,

Ravi Singh

www.salesmatinee.com