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INTRODUCTION

Understanding about the problem is major aspect for organization growth, and its essential that company is focuses on issues for effective development of their performance in competitive world (Ewies, Ahmad and Hamzah, 2021). Almost every corporate sector has faces so many work-based problems but the identification and their solutions can prepares successful organization. Business owner, directors are applied various type of methods and techniques for their smooth activities. This report will provide information about poor employee retention problem is affects the overall company plan or structure, and how industries can develop plan for their solution.

MAIN BODY

Poor employee retention problems in the workplace and their impact and scope

Organization faces many challenges at workplace but the poor employee retention problem is crucial issue. New job opportunists, monetary dissatisfaction, boring environment

and so many problems are affects the organization working environment. Basically companies are always believes to do new things for their employee, but some situations are destroyed the continuity in process (Hassan and Nadzri, 2021). Salary dissatisfaction is major reason that individual trusts that salary should be higher always according to their satisfaction level company consider the salary amount of employee, but owner, director has that position that they increase the salary price so it will directly affecting the employee performance and also they can quite from the company as well.

This things are badly impacts on the organization position which means when the individual resource is not performing well for their particular job its not good for overall organization health. Every company owner has different thought processor, some compares are believes that new people hiring they not consider any issues from employee, and some organization owner admit that existing employees have great knowledge and skills, they can do more effectively work. So the best scope for maintain the bad employee retention problem is that company can develop some techniques for the individual satisfaction, communicate with employee, try to convince them, and consider their issues (Pereira and [et.al.](#), 2021).

The particular problem can impact on the numerous activities of the work place like production process, threat for new opportunity development, revenue generate, marketing activity, production process and many more. Its impacts the whole growth and development of the company. So almost every organization is face this type of issue but the proper communication and solution can beneficial to prepare effective workplace culture.

Identify problem and develop decision-making process

Analysis of the various factor is not an easier task but it is essential that company has done this because of the proper solution. Game theory of decision-making techniques is beneficial to make effective problem solving decision. The company owner, management department, different department leaders are prepares structure for the analysis of problem, they can easily identify that how to create plan for effective decision-making process. They prepare steps, methods for the solution for the workplace issues (Neely and [et.al.](#), 2021).

Bargaining and negotiation which means discussion and agreement is dependent on situation basis. Perpetration of effective decision-making is an easier task when before analyse and research on that which problem is majorly affects. Organization problem solving manager has so talk with employee about problem. Discussion is the best technique for the research on particular issue. After completion of research and employee discussion, its

essential that the organization search alternatives for address the issue. Without communicate with employee it is not beneficial for maintaining the proper workplace culture.

Product and services launch decision problem solving and identification of issue is complex process between employee and management (Jana, and Pal, 2021). A particular bad employee retention problem manage or develop by process decision-making process like firstly company manager consider and identify the employee requirement. Second term is to analyse that new things which is easily developed for employee. Third one is discussed with management and prepare proper plan for employee benefits. Fourth one is to discuss with employee about new changes and after discussion with team member consider their review on the plan, if employees are satisfied with the new decision then implement the new things for effective employee workplace culture.

Propose a range of alternative solution to the issue

Assessment of the recent situation is most impressive retention which means identify the recent problem and directly focusses on their alternative give best result. The company prepare plan that the determination of employee problem and the alternative solutions many be prepared strong workplace culture. Believe and focuses on the essential aspect which are most suitable for employee relation is build great environment. Generate equality improve the quality of individual performance. Some time organization manager, owner not consider the similarities between two employees this task is also generate retention.

Consideration of the employee knowledge, their perception, thought process and their education skills are essential for effective solution structure. Understanding about the problems of worker provide efficiency in issue solving process (Swiecki, 2021).

Lack of mutual trust issue is the biggest reason employee quit their job. Because proper understanding between owner and employee is the solution that company can manage the poor employee relation. Mutual employee owner relation totally depends on when management considers the employee problem, and they prepare some alternatives for their employee satisfaction.

Embrace transparency prepared mutual understanding and effective relationship. This is the easiest task that organization consider the transparency in work so employee can easily clear their issue with management and make solutions. They all aspects are great but the over promises is not and suitable option that company can control the retention. Because when individual work for long time in the organization is essential that company owner management department provides clarity of every aspect.

Use a decision-making process and evaluate appropriate solution

Applications for solution and decision-making is essential that company prepare proper structure for relationship with employee. Consideration of the problem is known as provide great result. Uses of analytical tools, models, theories, and many more things are effective technique for best solution after decision-making process. Some time individual is visually organized overall decision plan, but it is not fruitful for long term employee relation.

Diagrams is helpful tool and engagement technique that gives more effective solution for every situation. Basically diagram is developed by so many factors like which things are beneficial, which things give effective result of particular problems. Conjoint analysis which means the familiar evaluation of employee thought process it develops great communication between management and employee. Knowledge of employee satisfaction develops the good workplace culture, because understanding about the employee thoughts process beneficial for makes effective solution. It definitely reduces the employee retention.

Market research techniques which is developed by organization for the other company information collection like employee salary, motivation techniques, training development programme, which things are happened in other organization, so they can prepare more effective solution. So basically this research techniques provide attractive solutions for work culture. And it maintains long term relation with the employee. Completion of research process it is not an important that outcome will definitely successful.

Linear programming which is prepared by the most limited resources. Uses of mathematical tools and technique is required the preparation of this decision-making process. It will develop by the knowledge of maths formulas. So basically the management of employee retention provides effective result.

Evaluate a plan for implementation of solution

Development of the overall planning is essential when the process of decision-making is completed. Organization prepare structure for the effectiveness development at workplace. Diversification in management practices is creates bad environment. So according to the knowledge of overall things its essential that when organization develop and implement their plan, its prepare new opportunities.

Training and development process implement the plan effectively. It develops more attractive opportunities and understanding between employee and management relation. So organization has to consider that main with the employee relation should be impressive.

Employees are always wants security when they work in organization they consider that when the organization provides some facilities for their future plan these things are directly impacts employee work behaviour. Behaviour and nature is directly changes with this

facility because every individual work for their recent and future satisfaction (Trzebiński, Czarnecka and Cabański, 2021).

Compensation and increment facilities improve the individual performance. They more attract with the employee, this is essential for build trust only. People attraction decrease the poor retention from organization. Respectful treatment directly increase the performance of individual employee. It's totally depends on added some new things according to the employee requirement and discuss with them. Then definitely impressiveness result will come.

Communication Strategies To Improve Employee Retention

The first step toward engagement and retention is to get people involved. With the accurate internal communication plan in place, organization can ensure that employees at all levels of the company should be known. They become insiders who know virtually as much about their company as the highest ranking-executives. Only a clear communication plan that considers and establishes the specific routes through which the teams get messages can make this achievable. Mails, messages have been used in the past, but they all run in the danger of overlooked. It's preferable to post to a more comprehensive platform (Sinha and Kapur, 2021). Organizations should treat the employees like their customers to get the immediate results. The employees will depart if the company did not cooperate. Other reason why employees don't stay with the company is separation. Even if their offices are not close to each other, the company should provide them means to be connected readily with one another. Staff will be able to speak freely while also sharing crucial work matter with the correct resolution. It provides a stage for them to get attached, similar to a gathering room on an office floor. It is the ideal time to assist the employees link with one another and to feel more connected to their work place. Lastly, do not undervalue the feedback channel in the team's communication. They might wish to talk to top management in addition to talking with one other. Only disregarding the concerns is worse than not allowing the staff to vent their grievances in the prime place.

Employee retention techniques

Unemployment is at all time low. It is very big news for the employees, but its difficult going for the managers that are attempting to keep constant staff. Making explicit organizational and single person performance targets, as well as using feedback to analyse and alter procedures and presentations, are two of the more crucial aspects. Target must be fixed, and the process for evaluating them must be made direct, with the particular time frames for completion. Employees must understand that surveys are more than a tick box exercise in order for them to be effective. Workers must be involved in the action, which

should be a two-way communication between organizer and the working man. This permits an individual performance to be tracked and gives them control over their own growth. It also enables for the provision and support if the employee requires it in order to attain their objectives (Elezaj and [et.al.](#), 2021). Monthly or quarterly feedback periods are possible. Following employee observing, continued betterment and process must be cheered. Employees who are on track to reach their objectives should be encouraged to go above and far off to meet their and company's needs. Employees must be encouraged to accomplish and develop in order for them to continue to do so. Salary increases, rewards, stock options, additional holiday days, and promotions are all examples of this. Development of techniques provide effective result that is the reason the overall problem solving plan generate attractive organization. Addition of new things and techniques important for individual performance at workplace will increase.

CONCLUSION

It has been summarized form the above study that organization has to maintain effective relation with employee for effective growth and success, because companies overall activities are generated by employee. This report has been provided idea that which techniques, models, application can develop more attractive workplace culture, for employee satisfaction. Also, this overall study given information about which decision-making process is essential for the development of employee attractiveness towards for the organization. That is the reason this study give more clarity that how organization can control poor employee retention with the utilization of decision-making stages.

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