

INFLUENCE OF REWARD SYSTEM ON TURN OVER INTENTION OF MILLENNIALS AT PRIVATE IT COMPANY

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Abstract

Organization's biggest challenge is to maintain workforce, because workforce is not static rather volatile when they are not properly rewarded. Among them, retaining millennial workforce pose a big task of the organization provided if they recognized with reward. More often, they are part ways from the organization if their personal satisfaction does not meet with proper reward system. In this context, the paper is intended to examining the influence of reward system for millennials and their turnover intention. The study was carried out through standardized questionnaire using stratified random sampling with descriptive research design from sample of 100 millennials. The study identified the factors of reward system which significantly influenced the turn over intention of millennials and it has found out that reward system influenced the turn over intention by administering linear regression model and correlation showed that there is a positive correlation between reward system and turn over intention.

Key words: Reward system, Millennials, Turn over intention

INTRODUCTION

Turnover intention represent that the personal estimate of the probability of an individual leaving work in the near future Turn over intention represents the individual estimate to the chances of leaving the organisation near future (Chou et al 2009:374) Turnover Intention is an early signal of potential employee turnover within the company, attempts to detect a turnover intention is important to do because qualified human resources need to be maintained for the sake of the company's progress. Nowadays organizations are looking for better ways to help their employees to be more productive and to be happier in their work place with the aim of keeping high retention rate. Employees want to be appreciated of their efforts and they expect a fair return on that effort as well. Most organizations implement many strategies which makes employees happier. When an employee leave their jobs, organization not only lose human capital but also endure the costs associated with high turnover of employees (Yang, 2006: 43). High employee turnover rate increase costs and affect productivity negatively (Lam et al., 2002:218). Therefore, the employee turnover is regarded as a negative factor that