

Research Article

# A Study on Employee Attrition in Victus Apparel Private Limited at Sivagangai

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**Abstract:** The study investigates the causes and implications of employee attrition at Victus Apparel Private Limited, Sivagangai. The research study intends to identify the factors driving employee exits and to propose actionable strategies to enhance retention. Using a structured questionnaire, data were collected from 200 employees across various departments through a simple random sampling method. The research methodology adopted is both quantitative and qualitative, involving analytical and statistical tools such as percentage analysis, chi-square test, correlation, ANOVA, and rank test have been used for this study. The findings underscore the urgent need for comprehensive HR interventions, including implementing structured career development programs, improved employee engagement initiatives, enhanced leadership training, and streamlined administrative systems. The company can significantly reduce turnover rates by implementing targeted strategies such as improving employee engagement, offering structured career growth opportunities, enhancing managerial relationships, and optimizing internal processes.

**Keywords:** Employee Attrition, Retention Strategy.

## I. INTRODUCTION

Employee attrition includes employee turnover, which refers to the gradual reduction in a workforce due to resignations, retirements, dismissals, and other forms of departure. It is a crucial metric for organizations as it reflects the health and stability of their workforce. A high attrition rate can indicate underlying issues within an organization, such as job dissatisfaction, poor management practices, lack of career advancement opportunities, or an unfavorable corporate culture. Understanding the factors driving employee attrition has gained significant importance in recent years across industries. Companies strive to retain talent and ensure employee engagement to maintain productivity, foster innovation, and reduce the high costs of hiring and training new staff. This project examines the primary causes of employee attrition and explores strategies to mitigate its negative impact on organizational performance.

## II. STATEMENT OF THE PROBLEM

The research problem in the study is associated with the effectiveness of employee attrition at Victus Apparel Private Limited, Sivagangai. Employee attrition is Identifying the primary reason for employees leaving the organization. The main goal is to understand the impact of employee attrition on organizational performance, productivity, and culture. Employee attrition is Analyzing the effectiveness of current retention strategies. Proposing actionable recommendations to reduce attrition and retain top talent.

## III. OBJECTIVES OF THE STUDY

- To study employee attrition at Victus Apparel Private Limited at Sivagangai.
- To elicit opinions from employees about the reason for job floating at Victus Apparel Private Limited.
- To identify the satisfactory level of employees and their workforce.
- To determine the major reasons for attrition in Victus Apparel Private Limited.

## IV. NEED OF THE STUDY

Attrition offers the chance to bring new ideas and competencies, keeping the company innovative and on track with changing industry trends. Employee turnover enables a reset of culture, bringing in people who fit the company's present vision and work culture. Attrition reduces payroll costs and enables a smaller, more productive workforce, meeting financial objectives and preventing overstaffing. Attrition monitoring ensures areas of dissatisfaction are picked up, leading the company to adopt improved employee engagement and retention strategies to ensure long-term success.



## V. HYPOTHESIS OF THE STUDY

**(H0):** There is no significant correlation between an employee's designation and their perception of the organization's leadership quality.

**(H1):** There is a significant correlation between an employee's designation and their perception of the organization's leadership quality.

## VI. RESEARCH METHODOLOGY

<b>Research Design</b>	Survey Research
<b>Sampling method</b>	Simple Random Sampling
<b>Sampling Unit</b>	All Category Employees
<b>Sample size</b>	200 Respondents
<b>Nature of data</b>	Primary data
<b>Types of data collection</b>	Open-ended, Opinion Scale Survey and Ranking Survey

### A) Statistical Tools Employed

- Percentage analysis shows how data is split into percentages.
- Correlation finds the relationship between two variables.
- ANOVA checks if there are differences between group averages.
- Kolmogorov-Smirnov Rank Test compares the order or preference of items.
- The chi-square test checks if there is a significant association between two categorical variables by comparing observed and expected frequencies.

### B) Limitations Of the Study

- Out of 1,334 employees who have worked in the company, the survey confined only 200 employees in the company because the population of the employees is larger than the research study.
- The study is conducted within a limited timeframe, restricting the ability to observe long-term trends or outcomes related to employee attrition.

## VII. COMPANY PROFILE

Victus Apparel likes to create a positive impact by doing corporate social responsibility activities for the society we touch in an inspiring way, and all activities carried out are with respect for people, the community, and the environment. We believe in developing each employee, family, vendor, partner, and community. Victus Apparel undertakes many Corporate Social Responsibility activities to develop and provide a better future to the needy, and we feel it is our responsibility to provide service to society.

## DATA ANALYSIS AND INTERPRETATION

### CORRELATION BETWEEN DESIGNATION AND QUALITY OF LEADERSHIP

Correlations		designation	Quality of leadership
designation	Pearson Correlation	1	.906**
	Sig. (1-tailed)		.000
	N	200	200
Quality of leadership	Pearson Correlation	.906**	1
	Sig. (1-tailed)	.000	
	N	200	200

*Source: Primary Data \*\*.* Correlation is significant at the 0.01 level (1-tailed).

The Pearson correlation value of  $F$  – value = 0.906 with a  $p$ -value = 0.000 (1-tailed) indicates a strong, statistically significant positive relationship. With  $N = 200$ , this high correlation suggests a large  $F$ -value, supporting the significance. Hence, the null hypothesis is rejected, **and it is concluded** that designation significantly influences perceptions of leadership quality.

**KOLMOGOROV-SMIRNOV RANK TEST FOR LEAVES THE JOB POSITION****One-Sample Kolmogorov-Smirnov Test**

		Problems faced by employees
N		200
Normal Parameters <sup>a</sup>	Mean	2.63
	Std. Deviation	1.412
Most Extreme Differences	Absolute	.172
	Positive	.172
	Negative	-.128
Kolmogorov-Smirnov Z		2.437
Asymp. Sig. (2-tailed)		.000

The test result shows a Kolmogorov-Smirnov Z value of 2.437 and a significance value (p) of 0.000, less than 0.05. Therefore, the null hypothesis is rejected, and it is concluded that employees' problems do not follow a normal distribution.

**VIII. FINDINGS**

- It is found that the vast majority of respondents in the company, 87%, are female.
- It is observed that in Table 82, the majority of the respondents are studying in the 12<sup>th</sup> standard.
- It is found that the majority of 124 respondents in the company are SMOs (operators).
- It was found that the majority of respondents in the company, 40%, earned Rs.8,001-10,000.
- It is observed that the majority of respondents in the company, 34%, have 6-12 months of experience.
- It is concluded that the vast majority of respondents in the company, 91%, are satisfied with the working environment.
- It is inferred that the F – value = 0.906 with a p-value = 0.000 (1-tailed) indicates a strong, statistically significant positive relationship; the null hypothesis is rejected. It is concluded that designation significantly influences perceptions of leadership quality.
- It is found that a coefficient of 0.953 with a p-value of 0.000 (1-tailed) shows a very strong, statistically significant positive correlation; the null hypothesis is rejected.

**IX. SUGGESTIONS**

- Based on the survey results, where (62.3%) of respondents answered “Neutral” regarding how supervisors treat their employees, supervisors are suggested to adopt a more friendly and approachable approach.
- This shift could foster a healthier, more inclusive workplace environment, improving employee engagement, satisfaction, and overall organizational well-being.

**X. CONCLUSION**

Employee attrition at Victus Apparel Private Limited has emerged as a critical challenge that adversely affects overall productivity, employee morale, and long-term organizational stability. A comprehensive analysis indicates that multiple interconnected factors contribute to rising turnover rates. Among the most prominent reasons is the perceived lack of clear and attainable career growth opportunities, which leads to employee disengagement and a diminished sense of purpose within the organization.

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