

Recommended Solution

There are many various factors to be considered in measuring employee turnover which are needed to be carefully examined by employers to use it to their advantage as shown on some of the research mentioned above. Since most of the researches made were all based on interviews and surveys made upon each employees' level of personal job satisfaction, in other words all data were most likely subjective of presumption, this methods obviously made researches conclusive factors mostly intrinsic or depends on the behavior of employees which most researchers suggests. Indeed such factors significantly affect the employee turnover ratio; however this is not only the case as stated in the research of AHM Shamsuzzoha, Md. Rezaul Hasan Shumon. According to his study of determining the causes and effects of employee turnover particularly in Bangladesh which is considered a third world country, Employee turnover does not mainly result from employees and organizational behavior or culture. Furthermore, he clearly stated that factors that benefited to employee turnover comprise not just the internal factors such as employees' subjective level of job satisfaction but also the external factors which are also a contributor to the employees' behavior. Hence, this pattern also applies in considering the level of job satisfaction in each employee. For instance, economic factors when there is low unemployment rate whereas there are always alternatives or bigger opportunities for an employee in another company. Another factor is the job security provided by firms which are either government sector or non-government sector where usually government sector firms provide more security than the non-government sector because of the large difference in terms of providing benefits or salaries between the sectors. Thus, the suggested pattern is an external factor affecting the internal or vice-versa which means these two factors must be balanced based on the employees' behavior, the nature of work and the industry. As a conclusion, internal factors such as job dissatisfaction and inadequate salary benefits affect the employee turnover rate but not in all cases. Because even though there is satisfactory level of benefits given, it does not mean employees would always stay because of it. Because there are external factors that should be considered which would also greatly affect what is within an organization. Although high salaries and benefits lessen the employee turnover, such factor alone cannot define job satisfaction. Therefore, various factors must be considered not just the employees desires but also the external factors concerning it such as the organizational culture and environment and also the economic factors affecting the industry which an employee works on.