

A study on the Effects of staff separation on employees

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ABSTRACT --Human resource management is an essential department in an organisation which helps in maintaining relation and work balance between staff. This might be a sensitive issue which can instigate conflicts between different departments in an organisation or even between staff. The Human Resource manager has a key role to play in an organisation. In this research paper the author will take a closer look on the effects of staff separation on other employees and how it affects the organisation as a whole. In this research paper SPSS Package is used for analysis the responses collected. This aim of this research paper was to understand the present scenario of staff separation and its effects on employees. Descriptive research is used for the purpose of the study. Convenient sampling method is used to collect based on the ease of access or availability. Independent variables are Age, gender, educational qualification. Dependent variables are role of stress on staff separation on employees, effects of staff separation on existing employees and level agree ability on the reasons for staff separation. Statistical tools used are Independent sample T test, chi-square and ANOVA. Sample size is 1527. It was found from analysis that perception of reasons for staff separation varies with educational qualification of respondents and also the perception of effects of staff separation on existing employees varies with age of the respondents.

Keywords--Human resource, organization, burden, resources, HR department.

I. INTRODUCTION

Employee separation may be a sensitive issue that an organization needs to handle with utmost diligence. Usually, a worker leaves the organization for various reasons. When his service is completed, he will be relieved from the organization. He can also separate for the positive aspects such as promotion and transfer. There are instances where the employee could not meet the obligation of the company and he will be relieved from his duties and responsibilities. In the last cited reason, the employee undergoes various apprehensions like mental stress and financial stress. From the organization point of view laying off employees will have impacts on existing employees and also a loss of experience contributed by the employee to the organization. So it becomes necessary for the organization to have a sound staff separation policy so that it do not affects employees being separated and also facilitate smooth functioning of the organization. The Human resources department can also conduct Exit interviews that will help the management to understand the reasons for employee separation. Exit interviews help HR to

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understand the changes they need to do in various aspects of HR so that valuable employees can be retained. Unveiling the reasons for staff separation helps to improve overall efficiency of the organization.

II. OBJECTIVES

- To understand the reasons of staff separation
- To examine the effects of staff separation on existing employees
- To identify the problems faced by employees in workplace

III. MATERIALS AND METHODS

Descriptive research is used for the study. Specific research objectives were defined and hypotheses were formulated. Data collection included both primary and secondary resources. Sampling technique used was convenience sampling method which is part of non-probability sampling. The data collected was coded, tabulated and analysed using statistical computations. The sample size is 1527. Primary data was collected through questionnaires. Secondary sources included published information from journals, reports and newsletters. The analysis was done by using SPSS 21 version. The analysis was carried out for demographic statistics such as gender, age and educational qualification and hypothesis testing was done using cross tabulation.

IV. LITERATURE REVIEW

Reine et al (2017) have commonly said that employees cite the example of their manager to leave the organisation and in particular cite the manager's behaviour. Retaining the most talented and skilled employees within the organisation poses a challenge. Human Resource Management Review are quarterly reports the does not consider manuscripts, qualitative or quantitative studies, hypothesis, and examination ideas considered. SeverinaNjagi et al(2014) Several factors such as: Obtaining a better job opportunities, Need for career change, Need for more time for family or leisure activities, Present job not being attractive because of poor working conditions, Low pay benefits, Bad relationships with supervisor or other colleagues. Chidi et al (2013) Generally in organisations voluntary retirement or separation is initiated by the employees, even though their contribution of work is needed in the organisation, but the involuntary separation in which the employees are removed by the organisation is usually done by the manager on the recommendation of the team leader. Imaga Benjamin Ebube et al (2018) Separation is basically classified into two main types namely; voluntary separation and involuntary separation. Voluntary separation implies the division of workers all alone demand, cases incorporate retirement and renunciation while automatic detachment incorporates end, expulsion, lay off, conservation et cetera are examples of involuntary separation. Chue Kar Wen et al (2017) have examined the negative effects on employees on staff separation. Staff separation is one of the ways in which the company can see a progress by recruiting newcomers and experienced employees for the development of their organisation and welcoming new ideas. Loquercio et al. (2006) ascertained that employees turnover is that the proportion of employees feat in an exceedingly given fundamental measure however before the anticipated finish of their contract. Taylor, (1998) Negative turnover is

one of the biggest concerns from the management and the organisation as it will have a negative impact on the general performance of the organisation. This can further classified into the poor working, low compensation.

V. ANALYSIS

Null Hypothesis: There is no significant difference on perception of reasons for employee separation among educational qualification groups of the respondent.

Alternate Hypothesis: There is significant difference on perception of reasons for employee separation among educational qualification groups of the respondent.

Table 1: Alternate hypothesis

	Sum of Squares	df	Mean Square	F	Sig.
Agreeability towards problems for employees [Row 1]	Between Groups	3	9.356	7.462	.000
	Within Groups	1523	1.254		
	Total	1526			
Agreeability towards problems for employees [Inadequate training]	Between Groups	3	21.410	21.656	.000
	Within Groups	1523	.989		
	Total	1526			
Agreeability towards problems for employees [stress]	Between Groups	3	5.556	5.083	.002
	Within Groups	1523	1.093		
	Total	1526			
Agreeability towards problems for employees [less knowledge and skills]	Between Groups	3	9.520	7.439	.000
	Within Groups	1523	1.280		
	Total	1526			

VI. INTERPRETATION

With the above table we come to know that the p value is less than 0.05, therefore null hypothesis gets rejected. There is significant difference on perception of reasons for employee separation among educational qualification groups of the respondent.

Null Hypothesis: There is no significant association between effects of staff separation on existing employees and age

Alternate Hypothesis: There is significant association between effects of staff separation on existing employees and age

Age * What effects will the separation of employees will have on existing employees Crosstabulation

Table 2:Count

		What effects will the separation of employees will have on existing employees			Total
		Extra burden	Extra responsibility	Lack of clarity	
Age	Less than 20 years	39	100	47	186
	21 - 30 years	160	308	96	564
	31-40 years	96	207	107	410
	41-50 years	133	148	86	367
Total		428	763	336	1527

Table 3: Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	35.819 ^a	6	.000
Likelihood Ratio	36.290	6	.000
Linear-by-Linear Association	1.523	1	.217
N of Valid Cases	1527		

VII. INTERPRETATION

With the above table we come to know that the p value is less than 0.01%, therefore null hypothesis gets rejected and alternate hypothesis is accepted. This shows a significant association between effects of separation of employees have on existing employees and age of the respondents.

VIII. CONCLUSION

Employee separation may be important issue of consideration for any organization. Usually, a worker leaves the organization when many years of service. Thus, the permanent separation of workers from a company needs discretion, fellow feeling and a good deal of coming up with. Human resource management is an essential

department in an organisation which helps in maintaining relation and work balance between staff. This might be a sensitive issue which can instigate conflicts between different departments in an organization or even between staff. The Human Resource manager has a key role to play in an organization. With the research done, the findings of the study suggests that there is significant association between the dependent and the independent variables.

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