

# A Study on Impact of Human Resource Performance Management System on Employee Retention with Special Reference to in Intechzia Pvt Ltd. Nagpur

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**Abstract:** Retaining the key employees (assets) has always been a matter of concern for organizations. The success & failure depends on the employees of the organization. Today HR Managers are facing a pivotal challenge pertaining to their employee's turnover rate which could be reduce by applying necessary strategies which restrict them to stay in the organization. The purpose of the study is to examine the various factors affecting employee retention in different sectors of business along with identifying competitive strategy and human resource management practice to retain competent employee. Retention of productive employees is one of the major areas of concern for the HR professionals throughout the world. Thus this project research discusses about various factors that can have impact on employee retention. This research reveals that factors such as supervisory support & employee commitment, compensation packages, Job satisfaction, Attractive rewards and recognition, annual performance appraisal and training opportunities, career propagation chances, organizational culture, motivation, development and challenging work environment have direct/ indirect impact on employee retention.

**Keywords:** Retention, Strategies, concern for hr, Organizational growth.

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