

GUIDELINES TO RETAIN STAFFS IN INDUSTRIAL BUSINESS ORGANIZATION

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ABSTRACT

Aim: *The purpose of this research is to develop structural equation modeling (SEM) of guidelines to retain staff in industrial business organizations.*

Methodology: *The research is a mixed method of both quantitative and qualitative studies. The sample of the quantitative study consisted of 500 proprietors of industrial business organizations in Thailand both large business, medium and small enterprises to complete the questionnaire. Analyzing basic data with descriptive statistics and reference statistics by using SPSS program and analyzing the structural equation model using AMOS.*

Finding: *The results revealed that small and medium business entrepreneurs gave the most importance to responsible job, while large business entrepreneurs gave importance to the working environment the most, the analysis of the SEM model showed that the model passed the criteria of the observable data congruence with the chi-square probability of 0.082, the relative chi-square of 1.157, index of congruence of 0.963, and root mean square of approximation of 0.018. The results of the hypothesis testing found that the most influential hypothesis is that the responsible job variable has a direct influence on the working benefit variable with a statistically significant level of 0.001 with the factor loading = 0.85.*

Conclusion: *This research has found interesting findings. Retaining personnel in industrial business organizations, responsible job should be given priority to factors such as designing jobs that are suitable to the ability of each employee. This will influence the benefit that entrepreneur should pay to the employees. It must be consistent to, such as difficult and highly skilled work, requiring higher compensation and welfare than general work. Currently, most organizations will consider the benefit from the position that gets more than the attributes of responsible job factors, therefore, the employees resign and go to other organizations that provide rewards that match their capabilities.*

Keywords: Retention, Teamwork, Organization Reputation, Responsible Job, Working Benefit, Working Environment.

INTRODUCTION

It has been widely accepted that human is the variable resource of any organization that can be compared as “Glue” attaching every network and activities such as personnel cooperation, marketing, including IT and communication, etc. Human plan and control the operation in the organization to achieve the goal. An organization with knowledgeable staff gets a more competitive edge. However, an organization cannot be run just by only one capable person, it is necessary to recruit and screen qualified staff required by each department. The process of staff recruitment and retaining qualified staff is the responsibility of good human resource management (Mathis & Jackson, 2011).