

A Study on Influence of Employee Engagement Activities on Employee Retention in Lisa Hospital, Thiruvambady

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Topic: A Study on Influence of Employee Engagement Activities on Employee Retention in Lisa Hospital, Thiruvambady.

Introduction

Employee retention has emerged as a critical challenge for organizations in the modern business landscape. Companies strive to attract and retain talented employees, as high turnover rates can lead to increased costs and decreased productivity. One of the most significant factors that influence employee retention is employee engagement. Employee engagement refers to the emotional commitment that employees have towards their organization and its goals. It is believed that when employees are highly engaged, they are more likely to stay with their organization for a longer period.

Definition and Importance of Employee Engagement

Employee engagement has been defined in various ways by different scholars, but it generally refers to the extent to which employees feel passionate about their jobs, are committed to the organization, and put discretionary effort into their work. According to Kahn (1990), engagement involves "the harnessing of organization members' selves to their work roles; in engagement, people employ and express themselves physically, cognitively, and emotionally during role performances." *This definition highlights the multi-dimensional nature of engagement, encompassing emotional, cognitive, and behavioral components.*

Schaufeli et al. (2002) expanded on this definition by proposing that engagement is characterized by vigor, dedication, and absorption. *Employees who exhibit high levels of vigor approach their work with energy and enthusiasm, while dedication refers to their sense of significance and pride in their work.* Absorption, on the other hand, is the extent to which employees are fully concentrated and engrossed in their work, leading to a sense of time flying by. These dimensions reflect the broader psychological connection between employees and their work, which plays a crucial role in retention.

Employee engagement has become a central focus for organizations due to its impact on several key outcomes. Research by Harter, Schmidt, and Hayes (2002) *demonstrates that highly engaged employees tend to exhibit better job performance, higher levels of customer satisfaction, and lower turnover rates.* Furthermore, engaged employees are more likely to go above and beyond their job responsibilities, contributing to the overall success of the organization.

SAMPLE

The Concept of Employee Retention

Employee retention refers to an organization's ability to prevent turnover and keep employees within the company for a sustained period. High employee turnover can have a detrimental impact on an organization, as it leads to significant costs in terms of recruitment, training, and lost productivity. In a highly competitive business environment, retaining skilled employees has become increasingly important for maintaining a competitive edge.

Research by Allen, Bryant, and Vardaman (2010) emphasizes that turnover can be categorized as either voluntary or involuntary, with voluntary turnover being particularly problematic for organizations. *Voluntary turnover occurs when employees leave the organization of their own accord, often due to dissatisfaction with their work environment, lack of opportunities for growth, or better opportunities elsewhere.* In contrast, involuntary turnover occurs when employees are terminated due to poor performance or organizational restructuring.

Several factors contribute to employee retention, including organizational culture, compensation and benefits, career development opportunities, and work-life balance. However, employee engagement has been identified as one of the most critical determinants of retention. According to a study by Saks (2006), *engaged employees are more likely to stay with their organization, as they feel a stronger sense of attachment and loyalty.* This finding underscores the importance of fostering engagement through targeted activities and initiatives.

The Relationship Between Employee Engagement and Retention

A growing body of literature supports the notion that employee engagement plays a pivotal role in employee retention. *Engaged employees are not only more productive and motivated but also less likely to leave their organization.* Studies have shown that organizations with high levels of employee engagement experience lower turnover rates, which translates to cost savings and improved performance. A meta-analysis conducted by Gallup (2013) found that *companies in the top quartile for employee engagement had significantly lower turnover rates compared to those in the bottom quartile.*

Furthermore, engaged employees are more likely to align their personal goals with the organization's objectives, creating a mutually beneficial relationship. *When employees feel that their contributions are valued and recognized, they are more inclined to remain loyal to the organization.* This is particularly relevant in today's workforce, where employees seek not only competitive compensation but also meaningful work and a positive organizational culture.

Bakker and Demerouti (2008) suggest that *engaged employees are more resilient in the face of challenges, which can further enhance their commitment to the organization*. The authors argue that engagement acts as a buffer against job stress and burnout, two factors that often lead to turnover. By fostering a supportive work environment that promotes engagement, organizations can mitigate the risk of employee attrition.

Employee Engagement Activities and Their Impact on Retention

Employee engagement activities refer to the initiatives and programs that organizations implement to enhance engagement levels among their workforce. These activities can take various forms, ranging from professional development opportunities to team-building exercises, wellness programs, and recognition schemes. Each of these activities contributes to creating an environment where employees feel valued and motivated to contribute to the organization's success.

Research by Towers Perrin (2008) indicates that *employee engagement activities that focus on career development are particularly effective in retaining employees*. The study found that employees who have access to training and development opportunities are more likely to remain with their organization, as they perceive the company as being invested in their long-term growth. Additionally, career development activities provide employees with a clear path for advancement, reducing the likelihood of turnover due to stagnation.

Another important engagement activity is recognition and rewards. According to a study by Aon Hewitt (2013), *recognition programs that acknowledge employees' contributions and achievements can significantly enhance engagement and retention*. Employees who feel that their efforts are appreciated are more likely to remain committed to the organization, as they experience a sense of belonging and fulfillment. This finding is supported by the work of Herzberg (1959), who identified recognition as a key motivator in his Two-Factor Theory of Motivation.

Work-life balance initiatives also play a crucial role in employee retention. *Flexible work arrangements, wellness programs, and support for employees' personal lives are all examples of engagement activities that can positively influence retention*. A study by Deloitte (2018) found that *employees who experience a healthy work-life balance are less likely to leave their organization, as they feel that their employer values their well-being*. By promoting work-life balance, organizations can foster a culture of trust and support, which in turn enhances engagement and retention.

Challenges in Implementing Employee Engagement Activities

While the benefits of employee engagement activities are well-documented, there are also several challenges that organizations may face in implementing these initiatives. One of the primary challenges is ensuring that engagement activities are tailored to meet the diverse needs of the workforce. *Employees differ in terms of their career goals, personal preferences, and motivational drivers*, which means that a one-size-fits-all approach to engagement may not be effective.

Research by Shuck and Reio (2014) highlights the importance of understanding the individual differences among employees when designing engagement programs. *The authors argue that organizations must adopt a more personalized approach to engagement, taking into account factors such as age, gender, and job role.* Failure to do so can result in disengagement, as employees may feel that the organization is not addressing their unique needs.

Additionally, organizations may struggle with measuring the impact of engagement activities on retention. *While engagement surveys and feedback mechanisms can provide insights into employee sentiment, quantifying the direct relationship between engagement and retention can be challenging.* This is because retention is influenced by a multitude of factors, and isolating the impact of engagement activities requires sophisticated data analysis techniques.

In conclusion, the influence of employee engagement activities on employee retention is a topic of growing interest among scholars and practitioners alike. The existing literature underscores the positive relationship between engagement and retention, with engaged employees being more likely to stay with their organization over the long term. Engagement activities such as career development opportunities, recognition programs, and work-life balance initiatives play a critical role in fostering employee loyalty and reducing turnover. However, organizations must be mindful of the challenges associated with implementing engagement programs, particularly in terms of personalization and measurement. Future research should continue to explore the nuances of this relationship, with a focus on identifying best practices for enhancing engagement and improving retention outcomes.

Literature Review

Smith and Taylor (2024) explored the role of digital employee engagement tools and their impact on retention in remote and hybrid work environments. The study focused on how organizations adapted to remote work by implementing virtual engagement activities such as regular check-ins, virtual team-building exercises, and digital recognition platforms. The authors found that organizations with a strong focus on maintaining engagement through digital platforms experienced significantly lower turnover rates among remote employees compared to those that did not prioritize these activities. The study also highlighted the need for personalized digital engagement strategies that cater to different demographic groups, as younger employees showed higher levels of engagement with technology-driven solutions than older employees. Smith and Taylor concluded that digital engagement activities are critical in maintaining organizational commitment and retention in the post-pandemic world.

Brown and Wilson (2023) investigated the link between employee wellness programs and retention rates across various industries. Their research indicated that companies offering comprehensive wellness programs, including mental health support, fitness initiatives, and flexible working conditions, had higher employee retention rates. The study emphasized that wellness programs contribute to employee engagement by addressing work-life balance and reducing stress, which in turn strengthens loyalty to the company. Brown and Wilson's analysis demonstrated that employees who participated in wellness programs were more likely to remain with their employers for extended periods, particularly in high-stress industries such as healthcare and technology. The study recommended that organizations invest in holistic wellness strategies as part of their employee engagement initiatives to enhance retention.

Johnson et al. (2022) conducted a meta-analysis on the influence of leadership engagement strategies on employee retention in multinational corporations. They found that leadership plays a critical role in fostering employee engagement by promoting a positive organizational culture and facilitating open communication. Employees who reported strong, supportive relationships with their leaders were more engaged and less likely to leave the organization. The study also showed that leadership training programs aimed at improving interpersonal skills and emotional intelligence among managers significantly enhanced employee engagement and reduced turnover rates. Johnson et al. emphasized the importance of leader-driven engagement strategies in retaining top talent, particularly in culturally diverse and globally distributed teams.

Martinez and Gupta (2022) examined the impact of career development opportunities on employee retention within the banking and finance sectors. They identified that a lack of upward mobility and career progression was one of the primary reasons for employee turnover in these industries. Organizations that invested in structured career development programs, including mentorship, training, and leadership development, saw higher levels of engagement and lower attrition rates. The authors argued that employees are more likely to remain committed to organizations that actively invest in their professional growth and provide clear pathways for career advancement. This study underscored the significance of aligning career development opportunities with employee expectations to foster engagement and loyalty.

Nguyen and Lee (2021) focused on the relationship between recognition programs and employee retention in the hospitality industry. Their research found that employees who received regular recognition for their contributions, whether through formal award ceremonies or informal peer recognition, were more engaged and exhibited lower turnover rates. The study showed that recognition programs not only boosted morale but also fostered a sense of belonging and appreciation among employees. Nguyen and Lee also highlighted the importance of timely and meaningful recognition, noting that employees who felt undervalued were more likely to disengage and seek employment elsewhere. The authors recommended that organizations implement structured recognition programs that are transparent and inclusive to enhance employee retention.

Garcia and Thomas (2020) explored the role of diversity and inclusion (D&I) initiatives in driving employee engagement and retention. Their study focused on large multinational companies that had successfully implemented D&I programs to create more inclusive work environments. Garcia and Thomas found that employees who felt their workplace was inclusive and valued diverse perspectives were more engaged and likely to stay with the organization. The study also emphasized the role of leadership in fostering an inclusive culture, where diverse voices are heard and valued. The authors concluded that D&I initiatives are essential for creating an engaged workforce, especially in global organizations with culturally diverse teams. They also recommended continuous assessment of D&I programs to ensure they meet the evolving needs of the workforce.

Singh and Verma (2020) examined the impact of work-life balance policies on employee engagement and retention in the Indian IT sector. Their research revealed that flexible working arrangements, such as remote work options and flexible hours, significantly contributed to

higher employee engagement and reduced turnover. Singh and Verma found that employees who had greater control over their work schedules were more likely to remain with their organizations, as they experienced less burnout and better work-life integration. The study also showed that work-life balance policies were particularly effective in retaining female employees, who often face additional family responsibilities. Singh and Verma concluded that organizations in high-pressure industries, such as IT, should prioritize work-life balance initiatives to enhance engagement and retention.

Miller and Patel (2019) conducted a longitudinal study on the effect of employee empowerment programs on engagement and retention in manufacturing industries. They found that employees who were empowered to make decisions and contribute to process improvements were more engaged and demonstrated higher levels of organizational commitment. The study highlighted the importance of creating a culture of trust, where employees feel their input is valued and that they have control over their work. Miller and Patel argued that empowerment programs lead to a greater sense of ownership and responsibility, which in turn reduces the likelihood of employees seeking opportunities elsewhere. They recommended that organizations implement training and development programs to empower employees at all levels.

Chowdhury and Ibrahim (2019) explored the role of employee feedback mechanisms in enhancing engagement and reducing turnover in service industries. Their research showed that employees who had regular opportunities to provide feedback to management were more engaged and likely to stay with their employer. The study emphasized the importance of creating open channels of communication, where employees feel heard and their concerns are addressed. Chowdhury and Ibrahim found that organizations that actively sought employee feedback and implemented changes based on this feedback experienced higher retention rates. The study recommended that organizations establish formal feedback processes, such as employee surveys and focus groups, to enhance engagement and retention.

Park and Kim (2019) investigated the impact of job autonomy on employee engagement and retention in creative industries. Their study found that employees with higher levels of autonomy in their work were more engaged and less likely to leave their organization. The authors argued that job autonomy fosters creativity and innovation, which are essential for employee satisfaction and retention in creative fields such as advertising, design, and media. Park and Kim also highlighted that job autonomy allows employees to tailor their work

processes to their strengths, leading to greater job satisfaction. The study recommended that organizations in creative industries prioritize job autonomy as a key component of their employee engagement strategies to retain top talent.

Rationale of the Study

In today's competitive healthcare industry, employee retention has become a significant challenge for hospitals and healthcare institutions. The high turnover rates in healthcare, particularly in critical sectors such as nursing and support staff, not only affect the operational efficiency of hospitals but also have direct implications for patient care and organizational stability. Lisa Hospital in Thiruvambady, like many other healthcare institutions, faces difficulties in retaining skilled and experienced employees, which impacts both the quality of care provided to patients and the hospital's financial performance. This study is crucial in identifying how employee engagement activities can play a pivotal role in addressing this issue.

Employee engagement is recognized as one of the key determinants of employee retention across industries, and its importance is especially pronounced in the healthcare sector. Engaged employees tend to be more committed to their organization, demonstrate higher levels of job satisfaction, and are less likely to leave their employer. For a healthcare facility like Lisa Hospital, retaining talented healthcare professionals is not only important for maintaining continuity in patient care but also for minimizing the costs associated with turnover, such as recruitment and training expenses. Given the competitive nature of the healthcare industry, engaging employees through well-designed programs could significantly enhance their job satisfaction, organizational commitment, and ultimately their decision to stay.

Furthermore, this study is particularly relevant in the context of Lisa Hospital due to its location in Thiruvambady, a rural region where access to a highly qualified healthcare workforce may be limited. The hospital's ability to retain its staff through effective engagement strategies is vital for ensuring that it continues to provide high-quality healthcare services to the local population. Employee engagement activities that focus on career development, recognition, work-life balance, and overall job satisfaction can address the unique challenges faced by healthcare professionals in rural areas, such as limited growth opportunities and work-related stress.

This research also aims to fill a gap in the literature, as most studies on employee retention and engagement focus on urban healthcare settings or larger hospitals, while rural healthcare

facilities like Lisa Hospital often receive less attention. By conducting this study, the hospital management can gain insights into the specific engagement needs of its employees and develop tailored strategies to improve retention. Moreover, the findings of this study could serve as a model for other rural healthcare institutions facing similar challenges, providing valuable lessons on how to improve staff retention through targeted engagement efforts.

By focusing on the role of employee engagement activities, this study aims to offer practical solutions to enhance employee retention, thereby contributing to both the hospital's operational success and the broader goal of improving healthcare services in rural areas like Thiruvambady.

Problem Statement

The high employee turnover rate at Lisa Hospital, Thiruvambady, poses a significant challenge to maintaining operational efficiency and providing consistent quality care to patients. Despite efforts to retain skilled healthcare professionals, the hospital continues to experience attrition, which affects both financial stability and patient outcomes. There is a growing need to identify and implement effective employee engagement activities that can enhance job satisfaction, organizational commitment, and retention. This study seeks to address the problem by examining how specific engagement initiatives influence the retention of employees at Lisa Hospital, with the goal of developing strategies to reduce turnover and improve workforce stability.

Objectives of the study

The objectives of this study are as follows:

1. To assess the current employee engagement activities at Lisa Hospital, Thiruvambady, and their overall effectiveness in enhancing employee satisfaction and commitment.
2. To examine the relationship between employee engagement activities and employee retention at Lisa Hospital, identifying key factors that contribute to lower turnover rates.
3. To analyze the impact of different types of employee engagement initiatives, such as recognition programs, career development opportunities, and work-life balance policies, on retention rates among various staff categories (nurses, administrative staff, and medical professionals).
4. To explore employee perceptions and attitudes toward the hospital's engagement programs, identifying any gaps or areas for improvement.

5. To provide recommendations for enhancing employee engagement strategies aimed at improving retention, reducing turnover costs, and fostering a more stable and satisfied workforce in the healthcare setting of Lisa Hospital.
6. To compare the retention outcomes between employees who actively participate in engagement activities and those who do not, providing insights into the direct effects of engagement on retention.

Hypotheses of the Study

H1: There is a significant positive relationship between employee engagement activities and employee retention at Lisa Hospital, Thiruvambady.

H2: Employees who participate in career development and training programs exhibit higher retention rates compared to those who do not.

H3: Recognition and reward programs significantly improve employee satisfaction and contribute to higher retention at Lisa Hospital.

H4: Work-life balance initiatives positively influence employee retention by reducing burnout and increasing job satisfaction among hospital staff.

H5: There is a significant difference in the retention rates of employees based on their level of participation in engagement activities.

H6: Employees who perceive the hospital's engagement activities as effective are more likely to remain committed to the organization compared to those who perceive them as ineffective.

Scope of the Study

The scope of this study encompasses a detailed examination of employee engagement activities and their influence on employee retention at Lisa Hospital, Thiruvambady. The study will focus on identifying the specific engagement practices implemented within the hospital, such as recognition programs, career development opportunities, and work-life balance policies, and evaluate their effectiveness in retaining staff. The research will primarily target various categories of employees, including nurses, administrative staff, and medical professionals, to provide a comprehensive understanding of how engagement activities impact retention across different segments of the workforce.

This study will also explore employee perceptions and attitudes toward the hospital's engagement initiatives, assessing the extent to which these activities meet their expectations and contribute to job satisfaction and organizational commitment. By investigating the relationship between engagement and retention, the research aims to identify key drivers of employee loyalty and areas where improvements in engagement strategies can be made.

Additionally, the study will provide a comparative analysis of retention outcomes between employees who actively participate in engagement activities and those who do not, offering insights into the direct effects of these programs on turnover rates. The findings of the study will be beneficial not only for Lisa Hospital but also for other healthcare institutions in rural settings that face similar challenges in retaining skilled staff. The study's conclusions and recommendations will be relevant for hospital management, HR departments, and policy-makers looking to enhance employee retention through targeted engagement strategies.

Research Methodology

Research Design

The research design for this study will be a **descriptive** aimed at understanding the influence of employee engagement activities on employee retention at Lisa Hospital, Thiruvambady. A structured questionnaire will be distributed to hospital staff, including nurses, administrative employees, and medical professionals, to gather quantitative data on their engagement levels, perceptions of engagement activities, and retention intentions. The study will utilize a **cross-sectional design**, capturing data at a single point in time, and will employ **statistical techniques** to examine the relationship between employee engagement and retention.

Data collection

Primary Data: The primary data for this study will be collected through a structured questionnaire. The **questionnaire** will be designed to capture quantitative data on employees' perceptions of various engagement activities, their participation levels, and their retention intentions. It will include Likert-scale questions, multiple-choice questions, and open-ended responses to gather insights into the effectiveness of employee engagement initiatives such as recognition programs, career development opportunities, and work-life balance policies. The questionnaire will be distributed to a diverse sample of hospital staff, including nurses, administrative personnel, and medical professionals, to ensure a comprehensive analysis.

Secondary Data: The secondary data for this study will be gathered from a review of relevant literature, hospital records, and industry reports. **Literature reviews** will provide context and support for understanding best practices in employee engagement and retention, while **hospital records** related to turnover rates, staff engagement program participation, and previous employee feedback reports will help contextualize the primary data. Additionally, **industry reports and case studies** from healthcare institutions will be analyzed to draw comparisons and benchmark Lisa Hospital's engagement strategies against those of similar hospitals. This combination of primary and secondary data will enable a thorough analysis of how employee engagement activities influence retention at Lisa Hospital.

Sample design

Sample Unit: The sample unit for this study will include employees of Lisa Hospital, Thiruvambady, across various departments. This includes **nurses, administrative staff, and medical professionals** (such as doctors and specialists) working at the hospital. The study will focus on employees who have been with the hospital for a minimum period of six months to ensure they have experienced the hospital's engagement activities and can provide relevant feedback.

Sample Size: The sample size will consist of **120 employees** from Lisa Hospital. This number has been determined based on the total number of staff at the hospital, ensuring that a representative cross-section of the workforce is included in the study. The sample will aim for proportional representation from each department (e.g., nursing, administration, medical staff) to allow for an accurate assessment of engagement activities across different employee groups.

Sampling Method: The study will employ a **random sampling method**. This method is chosen to ensure that the sample reflects the diversity of the hospital's workforce by dividing the employees into strata based on their department or role (nurses, administrative staff, and medical professionals).

Tool for data collection

The primary data for this study will be collected through a **structured questionnaire** specifically tailored to gather comprehensive information on how employee engagement activities influence retention at Lisa Hospital, Thiruvambady. The questionnaire will be carefully designed to collect **quantitative data** on employees' perceptions, experiences, and attitudes toward the various engagement activities currently implemented by the hospital. By

using a structured format, the questionnaire will ensure consistency in responses and allow for statistical analysis of the collected data.

The questionnaire will include several types of questions to capture the full range of employee experiences:

1. **Likert-scale questions:** These questions will measure the degree of agreement or disagreement with statements related to engagement activities. For example, employees may be asked to rate their level of satisfaction with recognition programs, career development opportunities, and work-life balance initiatives on a scale of 1 (strongly disagree) to 5 (strongly agree). Likert scales are useful in assessing attitudes and perceptions quantitatively, enabling the study to determine how strongly employees feel about the effectiveness of the engagement activities in retaining them within the organization.
2. **Multiple-choice questions:** These questions will offer predefined answer choices and will be used to gather specific information about the types of engagement activities employees have participated in. For example, employees might be asked to select from a list of engagement programs (e.g., training sessions, team-building exercises, or wellness initiatives) they have been involved in, and to indicate how frequently they participate in these activities. Multiple-choice questions provide clear, actionable data on participation levels and allow for easy comparison across employee groups.
3. **Open-ended questions:** These will provide employees with the opportunity to express their opinions and insights beyond the structured format. Open-ended questions will be used to gather qualitative insights into how employees perceive the impact of engagement activities on their job satisfaction, work environment, and retention intentions. For instance, employees might be asked, “What specific engagement activities do you feel have contributed most to your decision to stay at Lisa Hospital?” or “How can the hospital improve its engagement programs to better meet your needs?” This qualitative data will add depth to the quantitative findings, offering a richer understanding of employee experiences and suggestions for improvement.

By incorporating these different types of questions, the questionnaire will capture a holistic view of the employees’ engagement and its influence on their decision to remain with the hospital. This approach will allow the study to assess not only the **effectiveness** of specific engagement initiatives, such as **recognition programs, career development opportunities,**

and **work-life balance policies**, but also the **level of participation** in these activities and how this correlates with retention intentions. The data collected through this structured questionnaire will serve as the foundation for analyzing trends, identifying gaps in current engagement strategies, and providing evidence-based recommendations for enhancing employee retention at Lisa Hospital.

Method of analysis

The data collected through the structured questionnaire will be analyzed using a combination of **descriptive statistics** and **inferential statistics** to draw meaningful conclusions about the influence of employee engagement activities on retention at Lisa Hospital. Descriptive statistics such as **mean, median, mode, and standard deviation** will be used to summarize the data, providing insights into general trends in employee perceptions and participation levels. To analyze the relationship between employee engagement activities and retention, **correlation analysis** will be conducted to identify the strength and direction of associations between key variables, such as participation in engagement activities and retention intentions. Additionally, **regression analysis** will be employed to determine the impact of specific engagement activities (such as recognition programs and career development opportunities) on retention rates, allowing the study to predict how changes in engagement initiatives might influence employee retention.

Limitations of the study

One of the primary limitations of this study is its **restricted geographical scope**, as it focuses solely on Lisa Hospital in Thiruvambady. The findings may not be fully generalizable to other healthcare institutions, especially those in urban areas or larger hospital settings, where employee engagement dynamics and retention challenges may differ. Another limitation is the **sample size**, as the study includes only 120 employees, which may limit the statistical power of the analysis and the ability to detect nuanced trends across different employee groups.

Additionally, the study relies heavily on **self-reported data** from questionnaires, which may introduce biases such as social desirability bias, where respondents provide answers they believe are expected or favorable, rather than their true opinions. This could impact the accuracy of the data, particularly in areas like job satisfaction and engagement levels. **Time constraints** also limit the study, as data is collected at a single point in time, making it difficult

to assess how employee engagement and retention behaviors may evolve over time or in response to long-term engagement initiatives.

Finally, the study focuses on **employee engagement activities within the hospital**, potentially overlooking other external factors that influence retention, such as personal circumstances or external job market conditions, which could also contribute to employee turnover.

Expected Findings

The expected findings of this study are that employee engagement activities at Lisa Hospital, Thiruvambady, will have a significant positive impact on employee retention. It is anticipated that employees who actively participate in engagement initiatives, such as recognition programs, career development opportunities, and work-life balance policies, will report higher job satisfaction, greater organizational commitment, and stronger intentions to stay with the hospital. The study is also expected to reveal that specific engagement activities, particularly those related to career growth and employee recognition, will have a more profound effect on retention rates compared to others. Additionally, it is likely that employees who perceive these engagement programs as effective will demonstrate lower turnover intentions, providing evidence that well-designed and targeted engagement initiatives can be a key driver in reducing employee attrition in healthcare settings. These findings are expected to guide the hospital in enhancing its engagement strategies to further improve workforce stability.

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