ABSTRACT
The main aim of the study is to study the employee talent retention using employee engagement and job satisfaction at HCL Technologies BSERV division Chennai. The research also intends to identify the factors influence the employee retention and to know the relationship between employee engagement and job satisfaction with talent retention. This study was done in HCL Technologies BSERV division Chennai. The total population was 1000. As the survey method is used only 127 employees were covered for the study. Primary data was collected through questionnaires from the employees of HCL Technologies Ltd BSERV division, Chennai. Secondary data was collected from the company records, journals, websites, business magazines and books on the topic which was relevant. The data collected were then analyzed, findings have been made and suggestions were provided to the organization. In this study percentage analysis, ANOVA, weighted average, chi-square test and factor analysis were used to interpret the data collected. The present study indicated that a good level of engagement and job satisfaction may lead to high retention. The need for a more rigorous employee engagement and job satisfaction construct is indicated by the study.

KEYWORDS: talent, engagement, HCL, job satisfaction.

BIBLIOGRAPHY

RESEARCH PAPERS


- Talent retention and development within multinational company in China Authors: Wenzhu Cai in the year 2009
• Talent Retention of Repatriated Employees in Indian Information Technology (IT) Industry B. R. Santosh Senior Assistant Professor in the year 2012

• “The determinants of talent retention in the thai public sector” author: Pornrat Sadangharn in the year 2010

• “Talent retention a key driver to workforce development” by the authors Marcia Isbell and Denise O’Berry Ema, Inc.” In the 1970 Oakcrest Avenue, Suite 300 St. Paul, Mn 55113

BOOK
• C.R. Kothari, Research Methodology methods and Techniques, New Age International Publishers, 2011

E BOOK REFERENCE
• http://books.google.co.in/books?hl=en&lr=&id=bW8_BG54MvoC&oi=fnd&pg=PA12&dq=articles+related+to+talent+retention&ots=6dPmtLeRrz&sig=HGVIDAQcTMCB0USUi8tXmE6-S0#v=onepage&q=articles%20related%20to%20talent%20retention&f=false

WEBSITE
• http://blog.openviewpartners.com/war-for-talent-how-it-impacts-your-employee-retention/


• http://dx.doi.org/10.1108/01425450710826122

• http://digitalcommons.ilr.cornell.edu/cahrswp.