

IMPACT OF EMPLOYEE EMPOWERMENT ON RETENTION OF KNOWLEDGE WORKERS IN HIGHER EDUCATION SECTOR

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ABSTRACT

With the market 'flooded' with job seekers, one would mistakenly think there is an abundance of talent available in the market but the biggest challenge faced by educational institutions in India is the acute shortage of qualified and competent faculties. Therefore, it is of utmost importance that institutions should design and pursue policies/mechanisms so as to compete well in the marketplace to retain the best faculty talent for them.

There are a lot of factors that affect the retention of knowledge workers in an educational organization. The present study aims to identify whether sound employee empowerment helps in retaining knowledge workers and to assess various elements of employee empowerment and their effect on employee retention. The area of study to respondents from Rajasthan State and the sample size is 100 faculty members of higher education. The Primary Data has been collected through questionnaire and interview and the Secondary Data has been collected with the help of journals, magazines, books, and internet. The random sampling method was used in present study. The present study concludes from the above that there is a relationship between employee empowerment and Employee Retention.

It has analyzed that Autonomy is a major factor that contributes toward employee retention and it has found that various elements of employee empowerment has a positive relationship between employees retention in higher education.

KEYWORDS: *Employee Retention, Job Satisfaction, Employee Empowerment and Higher Education*