

HRM PRACTICES AND EMPLOYEE RETENTION: DEVELOPMENT OF A CONCEPTUAL MODEL THROUGH LITERATURE REVIEW

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Received: 16 Aug 2020

Accepted: 17 Aug 2020

Published: 27 Aug 2020

ABSTRACT

This paper initiates a theoretical enquiry into two very significant aspects of Human resource management i.e. HR Practices vis a vis Training, Compensation and Performance appraisal and Employee retention. Firstly this study carries out general and theoretical and extant literature review of the study variables, Secondly some specific insights were also obtained by thorough literature review. Thirdly the literature was framed to understand the dynamics and the relationships between HR Practices and Employee retention. Finally, a conceptual model was developed to test it further empirically.

KEYWORDS: *HR Practices, Training, Compensation, Performance Appraisal and Employee Retention*