

EMPLOYEE MOTIVATION TO STAY WITH THE PROJECT- A STUDY ON SEMI- CONDUCTOR INDUSTRY IN BANGALORE

Neerupa Chauhan¹, Leena James² & R Srinivas Bandi³

¹*Research Scholar, ISBR, Bangalore, Karnataka, India*

²*Associate Professor, Christ University, Bangalore, Karnataka, India*

³*Associate Professor, ISBR, Bangalore, Karnataka, India*

Received: 11 Apr 2019

Accepted: 22 Apr 2019

Published: 30 Apr 2019

ABSTRACT

In modern instance, it's a project and not simply the organization brand which places a noteworthy responsibility in employee commitment. Employee Behavior and duty fluctuate with the ventures, he/she includes amid his residency in the organization. The analysis has led to the point of finding different components that has an effect on employee aim to remain with the project. The essential target of this analysis is to discover those components which are a solid forecaster of intention to remain with the project in semiconductor industry. A questionnaire covering a few angles identifying with employee ambition to remain with the project was structured and dispersed among 357 employees selected through non-probability sampling. Information gathered was scrutinized with confirmatory factor analysis utilizing AMOS 18. Further SEM Modeling (expansion of a few multivariate procedures) is utilized to investigate the dependence relationships between latent variables. Results demonstrated that Reward Management, Work-life balance, Challenges, and Project Commitment has a positive impact, While Career advancement negatively affects employee aim to remain with the project.

KEYWORDS: *Reward Management, Work-Life Balance, Challenges, Career Advancement, Project Commitment, And Employee Intention to stay with the Project*