

## HRM PRACTICES AND EMPLOYEE RETENTION: DEVELOPMENT OF A MEASUREMENT MODEL

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### **ABSTRACT**

*This study tries to develop the measuring scales for HRM Practices and employee retention. The issue of employee retention is very old. Soon after the inception of industrial revolution the era of bigger production units started and issue of retaining employees becomes important. There are many studies focusing on measuring employee retention and developing factors that led to increased employee retention. In the last couple of decades it became clear that best HRM Practices if adopted by the organization will facilitate a longer stay at the organization. In view of the above argument, the study is designed to test the research scales measuring HRM Practices and Employee retention. A pilot study on 20 managers ( $n = 20$ ) was conducted in this regard and various tests were performed to establish reliability, Validity and Unidimensionality of the research instrument thus developed. The tests were performed using SPSS 20.0 and Lisrel 8.80.*

**KEYWORDS:** SEM, CFA, Lisrel, SPSS, HRM Practices, Employee Retention