

Exploring the causes of high employee turnover rate:

A case study of AL-Quraish Educational Institute



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Exploring the causes of high employee turnover rate: A case study of Al-Quresh School

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Abstract

In the organizations, turnover rate is major issue which is affecting performance of the employees and productivity of the organization. The present study aims to take real time problem from the Al-Quraish Educational Institute to find out the causes of high turnover rate and among these factors which is affecting the most e.g. low salary, lack of performance management system and lack of career development. growth opportunities are the main reasons for the teacher's withdrawal. These factors affect the performance of teachers and reduced the productivity of school. Teachers are less dedicated to school due to low salary and other monetary benefits. Employee turnover has become financial burden for the school. It is costly due to increased employment costs, ramp-up time; overburdened existing employees and reduced productivity. It costs the school roughly 1/3 of a new hire's salary to put back an employee.