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How leadership styles influence retention of employees in Indian IT industry.

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Abstract

Employee retention is the main challenge operation in the IT industry of India, low level of retention creates financial loss and disturbs the organizational stability . The purpose of this study is to look at how leadership styles that are practiced by Indian IT company affect employee retention. Adopting a qualitative research method to use a case study approach, the work considers the different management styles managers take to influence the employee's job tenure. The involvement is the interview with senior managers from IT companies in India for the purpose of understanding the institutional culture dynamics as well as administrative methods that affect the retention decision. The research hypothesizes the fact that leadership styles play a key role in employees commitment, loyalty and performance. The outcomes of this research are supposed to be the basis for development of managerial strategies of leadership which help boosting employee commitment and organization's viability.

Methodology

Given the qualitative research, where the case study approach is embraced to explore the leadership styles in relation to employee retention in the fast-changing arena of the Indian IT industry is done. This paper tries to explore how different leadership approaches have been manifested by conducting two semi-structured interviews to seasoned managers who are either in the middle level or senior roles and developed at least more than 12 years of experience; this study aims to gain a wide range understanding between how different leadership approach works and their impacts on human's duration in the field. Using personal stories, employees have a chance to recount the level of details about leadership behaviors, a description of the organizational culture and perceived effects of both on the employee retention rate. Thematic analysis emerges as the major analytical tool to discover the leading common themes, the identify the frequent patterns as well as the in-depth insights which are found in the interview transcripts. By the same token, ethical questions will always remain in focus during the research process, ensuring the confidentiality of participants, respecting their permission and observing the ethical standards. Even though the article recognizes the limit of the study that it based on a small sample in information technology industry in India, the article works to provide the reader with perhaps insight that can be used to design effectiveness retention strategies for the organizational leaders operating to only that sector though will perhaps in a way, offset organizational instability and failure.

Conclusion

This study concludes that the leadership styles count much for the retention of staff members in the Indian IT sector. Conducted through qualitative interviews featuring experienced managers, this research portrays that adaptive leadership styles matching the industry's specific nature contribute to success. To assure the datum's reliability, ethical considerations were carefully analyzed. In general, the study offers exceptional insights for managers which focus on an issue of quality leadership and its role in the future of companies. Through the exploitation of this intelligence, companies can produce personalized retention plans to make themselves more competitive in the ever-changing IT sector in India.

Project questions

Do the styles of leadership affect the rates of employee turnover in the Indian IT sector?
What are the vital factors that act as a medium between the leadership styles and employee turnover in the Indian IT sector?

Assumptions

It will be presumed that participants have received prior knowledge about the study they are going to attend and be provided with the interview questions aforehand, therefore they will be fully prepared and will be able to make a significant contribution. Besides, the participants should be experienced in Indian IT industry environment, adding the process with the relevant experiences. Such an examination relies on a case study approach and qualitative method which is the most comprehensive way of analyzing the topic. Ethic code is respected, and it is required of all participants to be truthful during the interviews. Although potential difficulties in the IT industry are admitted, the study intends to limit their influence on the research methodology, retaining its main goal, i.e., studying the leadership styles impact on employee retention.

Limitations

As this study has some shortcomings. Secondly, it is steered by a diminished sample of professionals, who are seasoned managers in the Indian IT sector. Furthermore, it takes that it is going to be focusing on the companies that have a workforce of 500 employees overlooks fine details that exists in other smaller or bigger organization Besides, this study might fail to pinpoint the root causes of employee turnover and will hence hinder it from gaining a deeper analysis aspect. In addition to the country differences that may come into play, findings may not be universal. On the contrary, the personal contact between the participants and the researcher may introduce biases into the resolve, emphasizing the need for objectivity all the time.

Results

- Increased Managerial Techniques.
- Tailored retention strategies.
- Managerial effectiveness.
- Low retention.
- Increase productivity of organizations.
- Increase turn over of the organizations.

Acknowledgements

This research study will be conducted with the approval of IRB at Pittsburg State University, special thanks to Dr. Tatiana Goris and the project committee.