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## **Analysis of Paramount Turnover - The Undercurrents**

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Paramount group of companies is a typical organization where there is concentration of power at the top management. As far as the culture of the organization is concerned, it is formal and rigid. The organization is more a task oriented organization rather than people oriented organization. Little or no importance is given to employees motivation, growth and nurture. Even the performers are not given the flexibility to take decisions at the time of need. The working conditions are not so friendly, management concepts like flexi timings, delegation and involvement of employee to increase the participation and performance of the employee are not considered.

At the same time some of the people within the organization resist the restructuring process to increase the overall organizational effectiveness. They oppose the importance given to talented people in the marketing team.

The whole situation prevailing in the organization has forced the talented people to leave the organization. Even with increase of employee turnover the Chairman is least worried. The day is not far when the next resignation will be of Mr. Saxena followed by many more. To control the situation firstly

the management should change up its style of operating/working. The approach should be more employee center with emphasis on growth of employees with the growth of organization.

More flexibility should be given to employees and company should encourage their participation in decision making. Techniques like time flexibility, job enlargement, job rotation, job enrichment, should be employed. More deserving people like Mr. Saxena should be encouraged to join the organization.

Human resource is the only resource which can grow, and multiply itself. Every organization should nurture this resource.