SELF- FINANCE FACULTY AS HR- MYTH OR REALITY

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ABSTRACT:
Human Resource is an integral part of an organization and a good recruitment decides the future of the organization. Once the employer gets the expected, required number of employees, the next step is to train, develop and retain them. The increase competition is increasing the employees' turnover, which may be because of many reasons like poor salary, bad working conditions, and employer – employee relationship etc. The employee turnover may cost to the employer in terms of time, money and productivity. In present competitive world it is not only important to have the right employees but it is equally important to retain them for the benefits of the organization and the employees. Retention of employee is becoming the top priority of organizations at present scenario. The 'employee retention' concept is not only restricted to the corporate sector or profit making institution but also in the non-profit making organizations, trusts, educational institutions, hospitals, etc. The present paper focuses on whether the same concept is equally applicable for the self-financing courses running under Mumbai University in Mumbai.

KEY WORDS: Employee, Human Resource, Turnovers, Retentions, Mumbai.

BIBLIOGRAPHY