

Research Article

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An eloquent study to gadget mentoring as a strategic technique to retain employee in the HIP scenario

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Abstract

Keywords

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This research article is an attempt to understand the opinion and attitudes of the various categories of employee towards their retention. It is important to explore factors which supports and contributes to their retention. This article relates the mentoring aspect with the other factors like benefits for the organisation, mentors, mentees, employees etc. In this extant trend, if the companies and organizations plan to stay effective and efficient, they definitely need to be equipped with a well-trained and qualified staff. So the managers and experts of the companies motivate their personnel's through "Mentorship". Mentoring seems to be more important when regularly done on an everyday base. The aim of our research is to assess the role of mentoring in the organization which paves way for the success and retention of the employees and organisation.

Introduction

Mentoring in organization is a form of stimulating program for the employees, which guides, motivates and monitors the employees to the fullest maximum. This mentoring is like a counselling program which initiates and encourages them to adopt to the changing environment. This mentoring program helps the employees to get pre-prepared to the changes with holistic approach. And it is believed that mentoring is the most effective kind of training which supports them psychologically to face the problem. And nowadays it is practiced to have it as an important link in the organization which connects the superiors with the subordinates, in a friendly manner. The ultimate goal of the mentoring program is to "turn" every employee to be more effective in the organizational pyramid. Mentoring can be applied not only to the newly adopted employees but also to those already working in the organization and willing to change a profile for various reasons.

Mentoring involves a system of knowledge-transfer that takes place directly in a real working environment where more experienced employees transfer their skills to the beginners. The emphasis is focused on practical component. It is considered to think that mentoring not only exists in business spheres but also as an integral in other fields of human activity. Mentoring helps them to find and uncover the true use of its potential. So the position of mentor has specific requirements wherein they not only professionally perform their job functions but also to transmit their knowledge and experience to other workers, efficiently and effectively.

Need for mentoring:

Today, successful organizations are using workplace mentorship programs to tackle complex human resource challenges, such as increasing employee retention and

improving workforce productivity. Usually most of the employees face many barriers at work, due to lack of necessary skills and resources, when they are been challenged. So obviously the individual would be stressed to continue the work. It is at this juncture where they have to seek their superior's support and advice so as to relax themselves, and thereby equipping with necessary guidance to flourish their career. Mentoring is all about the relationship. Thus there needs to be a trusting relationship to facilitate the personal and professional growth. The parties of both the side should be comfortable with each other in order to get the best results from the relationship. Thus the professional growth is driven by the personal growth.

Increasingly, organizations are realizing many benefits through mentoring programs. However, questions often arise about the applicability of this method in developing and relieving them from stress and in enhancing a bonded relationship between superiors and subordinates and in discovering how the organizations can better create, manage, and run effective talent development programs. Mentoring is an incredibly powerful tool for individuals who want to learn and grow within an organization. Usually in this process, the mentors have to appreciate the true potential of the employees and also to identify and overcome their barriers for the achievement of goals.

Benefits of mentor-mentee relationship:

Mentoring refers to the rapport built between the mentor (more experienced personality) and the mentee. This mentoring can be applied at all stages in the business lifecycle and can offer benefits to both mentors and mentees. Through mentoring the business skills can be developed so as to achieve success earlier. Mentoring can be informal with friends, family or business people and thereby providing support and advice whenever it's needed.

i) Benefits to the organisation:

Mentoring is a relationship where the boundaries between the personal and professionals are reduced. Mentoring facilitates the sharing of information and then fosters the mutual trust and respect. Mentoring is a strategic tool that when done right, can attract and retain high-potential talent and accelerate leadership development activities. Mentoring is also an effective tool for shaping organisational culture and in reducing the generational gaps. And so employers are increasingly recognising the benefits of mentoring in the contemporary period. Mentor-Mentee relationship

should go hand-in-hand like a railway track resulting in parallel growth of individual and organisation. Mentorship programs are now essentially needed for the business for its future growth, in the following ways:

- Increased retention of quality staff
- Paves way in transfer of knowledge and skills
- Results in increased production
- Reduces the conflicts between employees
- Helps to improve the performance of individuals
- To increase their commitment towards work.
- Getting them prepared for change management.

Thus if the organization is strategically looking at the future and understands the challenges then it's time to get established with mentoring culture. The mentors are to be carefully selected as they will determine success or failure.

ii) Benefits to the employer:

The employer of a mentored employee gains from greater productivity in the workplace. As employees turn to their mentors for advice, they make fewer mistakes on the job, cutting losses to the employer. Employees in mentoring relationships tend to have greater job commitment and satisfaction resulting in increased production. Employers can also find less turnover of employees as workers may feel a greater satisfaction in their work. The companies can even use its mentoring program for the sake of attracting new employees.

iii) Benefits to the employee:

Through the mentoring process, the employees are helped with greater knowledge and exposure in facing and handling issues. The mentorship provides a mental satisfaction to the employees and make them feel less stressed at work, too, and this in turn encourages him to interact and co-ordinate more with others. A mentor can provide an employee with tips on career growth and introduce the employee to other professionals.

iv) Benefits to the mentor:

The mentoring provides an opportunity to guide and lead others, which in turn increases their mental stamina and confidence resulting in greater job satisfaction. The mentor has to put-forth their time to listen patiently, to the concerns of the employee and may develop a better understanding of employee issues and problems. The mentor being a supervisor, can even improve their mentees supervisory skills. This results in a very good social relationship whereby, even if a mentored

employee leaves the company, the mentor- mentee relationship will be maintained as a professional connection. This may expand the mentor's reputation and connections.

V) Benefits to the profession:

Mentoring inside an organisation can have long-term benefits as employees become more self-directed and develop stronger communication and problem-solving skills. This allows for a business to enhance more of creativities and innovations and thereby to focus its attention on growth. Mentored employees will be more professionalistic and may increase the cultural values of the organisation, which can lead to a stronger growth. Mentored workers are also apt to become involved in professional organizations that further their careers and profession, resulting in the ultimate development of the organisation.

Repercussions of mentoring:

Mentoring involve bonding of the experienced professionals with employees which could help the employees/ mentees in adapting to the organisational ambience. This can include pairing a mentor with new employees and help them in getting settled with the new surroundings and get off to a good start. Small businesses can also use mentors to develop other employees along a specific career path, such as management.

a) Personal development:

Gaining the benefits of the talents and knowledge from the senior employees, experts and professionals, can help the new or less exposed employees, to speed up. This reasonably ends up with better results and efficiency across the organization, during the bringing up of the new employees. In addition, mentoring can help and guide the employees along their career path, parallely by satisfying company's expectations. Thus it provides space for the individuals to resolve their issues and problems and also to have concerns within the boundaries of a confidential relationship. This can help to reduce frustrations and helps to improve the job satisfaction of the individual, resulting in increased benefit for the organization.

b) Team efficiency:

On top of developing employees, mentoring can improve the functional efficiency of the team,

department and entire organization. It also helps the managers to identify the weaknesses and strengths of each and every individual employee, and thereby suggest some measures to overcome their weaknesses. It also allows the organization to exploit the resources and to maintain the team to work smoothly and efficiently.

c) Retention:

Considering the organizational level, mentoring can provide a host of benefits. Mentoring can encourage loyalty to the company. One among the crucial aspect in an organisation is to mentor their employee towards retention. When experienced professionals helps to moulds their mentees career and provide opportunities for growth, in turn they may feel a greater sense of gratitude and commitment towards the organisation. It also helps the employee to feel at ease with more of comfort with management reflecting in a positive attitude in the work experience. This can allow the company to maintain a very good social relationship between the organisation and employees,

Conclusion

In today's volatile business world, it's extremely important for organizations to engage employees both intellectually and emotionally. Through mentoring, employees identify themselves as a vital part of the organization. By increasing employee satisfaction and by ensuring that employees feel more committed towards their work, the organisation can retain their employees to a greater extent, in accordance to the accomplishment of organizational vision and mission, more effectively and efficiently.

Mentoring, thus can provide an array of benefits for all sizes of organizational businesses. Mentoring also provides employee, a way to connect, learn and grow within the company and along with their own career paths. Thus by implementing mentoring, the results can be achieved in the form of employee engagement, retention, career development, organisational development and so on.

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