

**AN EXECUTIVE SUMMARY OF THE REPORT POSTED ON THE WEBSITE OF
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An executive summary of the final report of work done on the Minor Research project of Swapna Rose, entitled “Problems & Challenges Of Talent Retention In Banking Sector And Its Impact On Productivity-Comparative Analysis Of Public And Private Sector Banks In Mangalore Dakshina Kannada” sanctioned by UGC, vide sanction letter No. 2101-MRP/15-16/KAMA002/UGC-SWRO dated 31/3/16

Executive Summary

As a part of minor research a study entitled “Problems & challenges of talent retention in banking sector and its impact on productivity-comparative analysis of public and private sector banks in Mangalore DakshinaKannada” was conducted.

The objective of the study was to examine the Problems and challenges of Talent Retention and its impact on productivity in public and private sector banks.

Descriptive research design was used for the purpose. A structured questionnaire was used as a research instrument to collect the primary data from the respondents. Employees of 5 public and private sector banks respectively were administered with a questionnaire based on expert opinion. Judgment sampling technique was used for the purpose. The sample size for the study was 250 employees. The reliability analysis of the scales was found, Cronbach alpha found to be more than 0.7 which is in the acceptable range. (Nunnally, 1978).The primary data collected through the questionnaire have been tabulated and analysed by statistical techniques using IBM SPSS Statistics 20.0.

It was found from the study that there is a significant relationship between Problems of Talent Retention and Challenges of Talent Retention towards Productivity among public and private sector bankers. It was also derived from the study that demographic factors are not associated with problems of talent retention. On the other hand it was found that gender, age, number of dependents and employment status are associated with challenges of Talent Retention.

The study also observed that the problems of talent retention are significant with the public and private sector banks and the challenges of talent retention are not significant with the public and private sector banks.

From the study it is very clear that even in banking sector there is a problem of retaining the talent. The results of this study would contribute to the literature by enumerating problems of talent retention and challenges of talent retention and how it will lead to turnover intention and affect the productivity of the organization. The comparative study of public and private sector banks, offer an academic contribution and implications for human resource consultants, managers, and bankers to find out the loopholes in the present talent management practices and overcome the problem and challenges of talent retention and thereby increase the overall productivity.

Future research can be extended to the entire Karnataka to have a comprehensive understandings of the problem and challenge of talent retention in the public and private sector banks.

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