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Abstract

Resignation is the factor which heatedly matters to the organizations and to its existing employee more often, the employees' resignation at times creates such a condition which turns in to the chocks points for the organizations and paves the way in provoking the rattles among the employee against the organizations. This paper focuses on the ways of handling employee's resignation and avoiding the bottle necks which are created due to

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any sudden resignation while investigating the impact of Managerial Handling of Resignation on Work Environment. The findings of the paper suggests that there is a relationship between managerial handling of employee resignation and work environment

Keywords: Managerial Handling of Resignation, Work Environment, Employee Satisfaction/Dissatisfactions and Motivation.

1. Introduction

Resignation is an act that retires or withdraws formally to an employee from a position or office he or she bears and it is the factor that affects existing employee's behavior and organizations work environments most of the times and every now and then. Manger's capacity to handle the resignation is very critical in these connections. The better handling not only avoids the misconception among the existing employees but it also relaxes the work environment by retaining the organizational trust on employees This paper ponders over the impact of managerial handling on works environment and specifically investigates that how managerial leadership, motivational techniques such as an abrupt bonus and verbal praise at large etc, strengthening the autonomy to the existing employees and rearranging positions at work place neutralize the employees tensions and chock a blocks at work.

2. Literature Review

Resignations at any work place harm always the sentiments of existing employee who foresees his/ her career within the organization and such sentimental distortion often provokes tp a placid place to be turned into an unrest environment. Resignations are a ritual to any organization and the management should know the art of handling it and the consequences it pronounces in its surroundings. Whenever employees of any organization resign, there are chances that the employees of the organization may have a rage against some issue(s), and possibly get into an act which is against the organization. One of reasons for resignations are the new rules and policies and sometimes extra training by the organization. No benefits and extensive work load and responsibility stress (Wongwatcharapaiboon, Sirikanokwilai & Pengpaiboon, 1999). The highly technical skilled employees of private organization are facing brain drain where compensation is problem which often cause resignations (Mantziaris, 1997). The relation between the employees and the manager sometimes create the conflict, and hence the reisgntion or the removal of employee (Simha, 2001).

Employee's satisfactions, motivations and task performance are the elements represent organizational environment (Newman, 1977), and it can rottenly be affected by any abrupt distortion like resignations etc.

Managers face difficulty with their employees in current work environment because of employees various psychological factors which damage the social support and interpersonal relationships at the work place (Burr, Bjorner, Kristensen, Tuchsén, & Bach, 2003).

There are some important factors which lead employee resignation factors which include the issues of family problems (do not give proper time to family), some time salary, inefficient leadership and lack of attachment from organization (Skaggs, 2008). Resignations are mostly caused by the salary issues, as the handsome salary always matters in the retain ability of an employee in an organization hence, the resignations due to salary matters are always considered as a threat to every organizations (Hurlimann, 2010).

The resignations of employees no matters if they are just or unjust or given forcefully or un-forcefully always pave the ways for the resigned employee to talk ill about the bosses and organizations and evolve conflict between the existing employee and management (Simha, 2001). Gender does not affect the rate of resignation; but both male and female gender has their own different reasons while they go for resigning from their work place, female mostly resign because of the family issues in contrast to (Hurlimann, 2010).

Wise managers always arm their feet to tackle the conditions which often come after the resignations at work place (Mantziaris, 1997).

Skaggs (2008) found and concluded that it is the lack of ferocity, and leadership in the managers which turn on an employee to resign from his or her work place. .

Effective and appropriate structure and arrangement of positions at work place also provokes the employee's motivation and satisfactions towards the job assignments and hence they pave the ways to give best performance and remain aloof from thinking resignations from the work place (Shalley et al, 2000).

3. Proposition & Hypotheses

Proposition: There is a positive impact of managerial handling on work environment.

Hypothesis 1: There is a positive impact of managerial leadership on work environment.

Hypothesis 2: There is a positive impact of abrupt bonus on work environment.

Hypothesis 3: There is a positive impact of verbal praise at large on work environment.

Hypothesis 4: There is a positive impact of strengthening the autonomy to existing employee on work environment.

Hypothesis 5: There is a positive impact of rearranging positions at work place on work environment.

4. Research Methods

4.1. Description of Data and Econometrical Technique

To investigate the proposition i.e. the impact of managerial handlings of employee resignation while he or she adjourns his/her office, on the work environments, the number of variables which are used as the proxies of managerial handlings are managerial leadership, motivational techniques such as an abrupt bonus and verbal praise at large etc, strengthening the autonomy to the existing employees and rearranging positions at work place, whereas, employee satisfaction is used as the proxy of work environment, as they have been explained in the hypotheses formulation. The sample size considered during the study is 2000 which is comprised upon 10 unrelated sample i.e. 200 respondents from each outlined products and services industry which includes FMCG, Pharmaceuticals, Textiles and Fashion, Sports, Fast Foods, Banks, Airlines, Educations, Hospitals, and Telecom. The objective and the data are investigated by applying the optimal scaling via split analysis

5. Findings and Results

The finding of this paper concludes that all of the models for the outlined industries, which are comprised upon the predictors i.e. Constant, Managerial Leadership, Abrupt bonus, Verbal praise at large, Strengthening autonomy to existing employee and Rearranging positions at work place predict and explain the work environment in terms of job satisfaction significantly as it is shown in the given table 1, where for all models $F > 3.84$, which implies the models significance. The results also reveal that approximately all of the proxies of managerial handlings which include Managerial leadership, abrupt bonus, Verbal praise, Strengthening the autonomy to existing employee and Rearranging positions at work effect the work environment/ Job satisfactions significantly for most of the industries.

While, verbal praise at large only does not affect to work environment/ job satisfaction significantly for FMCG, Textile and Fashions, Sports, Fast Food, Airlines, and Telecom industries, thus, we fail to reject all of the formulated hypotheses with the few exceptions as shown in the hypotheses assessment summary. The findings also revealed that in the absence of all outlined managerial handling methods (predictors) there is always a job dissatisfaction at the work place for all

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outlined working industry as the intercept for all developed models for each industry is found significant.

Table 1: Summary of Findings

Industries	Adj.R Square	F		Constant	Managerial leadership	Abrupt bonus	Verbal praise at large	Strengthening the autonomy to the existing employees	Rearranging positions at work place
FMCG	0.699	53.111	Beta	-239.054	4.156	3.791	1.753	1.519	2.654
			p	0.001	0.003	0.000	0.210	0.000	0.005
Pharmaceutical	0.757	23.101	Beta	-147.003	2.981	5.721	2.120	3.981	2.499
			p	0.000	0.000	0.000	0.041	0.000	0.003
Textiles& Fashion	0.571	20.961	Beta	-113.007	2.190	5.019	1.087	2.151	2.001
			p	0.049	0.000	0.000	0.910	0.000	0.000
Sports	0.298	18.723	Beta	-111.091	1.008	0.742	1.366	2.036	3.331
			p	0.002	0.000	0.000	0.771	0.000	0.140
Fast Food	0.449	44.738	Beta	-612.987	1.218	0.961	0.985	1.985	2.091
			p	0.000	0.001	0.044	0.481	0.621	0.231
Banks	0.891	122.231	Beta	-67.012	3.884	2.005	1.852	1.883	1.877
			P	0.003	0.000	0.000	0.001	0.018	0.001
Airlines	0.433	09.993	Beta	-183.010	1.742	1.195	0.233	3.505	2.093
			P	0.008	0.007	0.024	0.128	0.000	0.000
Education	0.555	67.894	Beta	-110.066	1.118	1.752	1.602	2.808	2.771
			P	0.005	0.004	0.000	0.000	0.000	0.042
Hospitals	0.276	34.832	Beta	-220.883	1.721	0.830	1.009	1.391	1.056
			P	0.000	0.000	0.000	0.020	0.000	0.000
Telecom	0.316	11.759	Beta	-129.006	0.872	0.771	1.822	1.382	1.771
			P	0.046	0.008	0.013	0.093	0.033	0.000

5.1. Hypotheses Assessment Summary DV= Work Environment (Job Satisfaction).

Table 2: Hypotheses Assessment Summary

Hypotheses	Empirical Conclusions
Hypothesis 1: There is a positive impact of managerial leadership on work environment.	Accepted for All outlined Industries.
Hypothesis 2: There is a positive impact of abrupt bonus on work environment.	Accepted for All outlined Industries.
Hypothesis 3: There is a positive impact of verbal praise at large on work environment	Accepted for Pharmaceuticals, Banks, Education & Hospitals.
Hypothesis 4: There is a positive impact of strengthening the autonomy to existing employee on work environment.	Accepted for All outlined Industries Except of Fast Food Industries.
Hypothesis 5: There is a positive impact of rearranging positions at work place on work environment.	Accepted for All outlined Industries Except of Sports, & Fast Food Industries.

6. Conclusion and Discussions

The finding of this study paves an interesting way to understand the managerial control while handling the post resignations situation in the organization. This paper raises five important points to ponder when dealing with existing employees during the immediate post resignation conditions. The result suggests that if there is no effective managerial handling then there is always job dissatisfaction at the work place no matters what so ever the industry is. While the outlined predictors, which includes managerial leadership, abrupt bonus, verbal praise at large, strengthening the autonomy to the existing

employees, and rearranging positions at work place are revealed as the most effective explanatory variables which has the significant, substantial and vigorous explanatory power in explaining and impacting the job satisfaction or work environment for more or less to all outlined industries.

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