ABSTRACT

With the recent announcement of National Mineral Exploration Policy 2016, National Steel Policy 2017 and targets for coal production, Indian mineral industry is poised to meet the increasing demands for infrastructure, energy and steel sector that will propel the nation's economy. Globally, the mining sector is faced with high staff turnover. Similar shortage has been reported in the Indian mineral mining sector. Thus, there is a need for attracting and retaining mining professionals in the Indian mineral industry.

This research aims to identify factors and their dimensions which influence retention of mining professional in India. A combination of qualitative and quantitative methods is used apart from an Interpretive Ranking Process by experts. The qualitative method is based on interviews and narratives with top management executives, which helped identify the factors affecting the retention through a categorization matrix as well by NVivo software. These are Job conditions, Role effectiveness, Organizational commitment and Perceived retention practices leading to turnover intentions. Based on this, a questionnaire based quantitative survey was administered on 382 mining professionals initially. Of this only 257 responded and finally 150 responses were analyzed. The initial questionnaire with 117 items was scaled down to 81 items, after statistical validity.

The research hypotheses are based on interplay among different factors that influence retention. The quantitative data from respondents of the questionnaire are analyzed through PLS-SEM, through a measurement model and later by a structural model. Based on further path-analysis, the path coefficient values were tested to validate hypotheses. The final results indicate indirect relationship between job conditions and intent to stay, through the influence of role effectiveness, organizational commitment and perceived retention practices, although direct relationship between job conditions and intent to stay, as well as between job conditions and organizational commitment were not significant. The results of Interpretive ranking process indicate the importance of Job conditions-Psychological, Role congruence, Affective commitment and Perceived HR practices as predominant dimensions for retention. Further analysis of qualitative inputs brings out recommendations for improving the retention by Mining companies, industry and government.

Keywords: job conditions, role effectiveness, organizational commitment, perceived retention practices, intention to stay.