

A Bibliometric Study on High Turnover Rates and Talent Retention Challenges in Organizations

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ABSTRACT

High employee turnover rates and talent retention challenges represent critical issues for organizations worldwide, with far-reaching implications for productivity, organizational culture, and economic stability. This research employs bibliometric analysis to systematically explore the scholarly discourse on these topics, mapping key authors, institutions, countries, and seminal works that have shaped the field. It identifies prominent themes, such as the influence of organizational practices, leadership, employee engagement, and compensation strategies on turnover and retention. By highlighting research trends and gaps, this study underscores the need for innovative approaches to understanding and addressing workforce mobility. The analysis reveals the interplay of psychological, cultural, and economic factors in turnover behavior and retention strategies, emphasizing the roles of job satisfaction, career development opportunities, and work-life balance. It critiques traditional metrics used to assess employee retention, arguing that such measures often fail to capture the nuanced realities of employee experiences and organizational dynamics. The study advocates for a more holistic approach to workforce management that considers generational differences, cultural diversity, and the evolving expectations of employees in an increasingly digital and globalized workplace. Moreover, it explores the impact of high turnover rates on organizational resilience, team cohesion, and long-term profitability, while also examining the critical role of strategic human resource management in fostering employee loyalty and reducing attrition. This research aims to inform evidence-based policy and managerial practices that promote sustainable talent management. By offering a comprehensive bibliometric perspective, it provides valuable insights for academics, practitioners, and policymakers, paving the way for the development of effective strategies to address turnover and retention challenges in diverse organizational contexts.

Keywords: Employee turnover, talent retention, bibliometric analysis.

