





**Q.4 Case Study****(10)**

Flex Industries is a successful manufacturer of automobile components. In a span of ten years, the company progressed from a small scale unit to a medium scale industry supplying to many prestigious auto units in its area. All its buyers started depending on Flex for its quality & prompt delivery. However, lately there were some major problems faced by the company. There was a high manpower turnover, with many middle level & senior people leaving the company. The manpower turnover started after the production manager Mr Raju left the company one year ago. It was observed by the M.D. of Flex that after Raju left the company, many of his subordinates & employees from other departments also started leaving the company at regular intervals. Flex advertised in newspapers, went online seeking experienced middle level people. But the response & quality was not satisfactory. Due to regular turnover of people, the remaining employees were confused & not happy. One day, Mr. Satish, the HR manager was called by the M.D. to review the HR situation in the company. The M.D asked him the following questions:

**Questions**

1. What is the reason for high manpower turnover in Flex?
  2. What actions are you taking to control the situation?
  3. What, according to you should be done now, so that we don't face such a situation again?
  4. What answers, according to you, should Mr. Satish give to his MD
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