

# **EMPLOYEE RETENTION STRATEGIES OF METALCAST CORPORATION**

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## ABSTRACT

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A case study was conducted at Metal Cast Corporation located at Mountview Industrial Complex, Bancal, Carmona, Cavite from January 25 to February 28, 2018. The study focused mainly on the analysis of employee retention strategies of the Metal Cast Corporation. Specifically, it aimed to: identify the employee retention strategies of the company; assess how management and employees perceive the employee retention strategies; determine the problems encountered by the company in retaining its employees by workers category; analyze the retention strategies of the company using SWOT; and recommend solutions to further improve employee retention strategies.

Descriptive method was used in analysing the information regarding the employee retention strategies of Metal Cast Corporation.

The retention strategies of Metal Cast Corporation include the following provision of competitive benefit package such as health insurance, gives of leave benefits, meal subsidies, bonuses, rewards and recognition, providing a conducive work environment, continuous training of the employees and promote them, promoting transparency and open communication, giving recognition and rewards to employees who meet performance goals.



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