



## Retention of Generation X Faculties in Self-Financing Engineering Colleges

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**ABSTRACT** Now-a-days, institutions are struggling a lot to retain faculties of generations X and Y, especially generation Xers necessary to ensure the elite of the institutions. The reason for this investigation was to evaluate the components that influence the retention of Generation X faculties working in self-financing Engineering Colleges affiliated to Anna University, Coimbatore Region. This issue turns out to be more awful in self-financing engineering colleges. For this, the researchers had selected 105 employees working in self-financing Engineering Colleges affiliated to Anna University, Coimbatore Region. A qualitative and empirical approach was used and 5 point Likert's scaling technique has been used for every factor. A structured questionnaire was used for collecting the primary data and that was subduced into tables and graphs through percentage analysis, mean score analysis correlation and structural equation modeling. The study has found that remuneration, commitment and engagement have positive influence on retention. The college management may offer training facilities for increasing their work life balance attitude that increases the satisfaction of the faculties.