



**RELATIONSHIP BETWEEN MOTIVATION FACTOR WITH
EMPLOYEE RETENTION IN JOHOR PORT AUTHORITY**

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**BACHELOR OF BUSINESS ADMINISTRATION WITH
HONOURS (HUMAN RESOURCE) FACULTY OF BUSINESS
MANAGEMENT UNIVERSITI TEKNOLOGI MARA MELAKA**

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**Submitted in Partial Fulfillment of the Requirement for the Bachelor of
Business Administration with Honours (Human Resource)**

**FACULTY OF BUSINESS MANAGEMENT UNIVERSITI TEKNOLOGI
MARA MELAKA**

January 2018

DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS (HUMAN RESOURCE)

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“DECLARATION OF ORIGINAL WORK”

1. Ainur Syafieqa Binti Sudirman, (I/C Number: 961220-01-5400)

Hereby, declare that :

- This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, expect where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature : _____

Date : _____

LETTER OF TRANSMITTAL

Ainur Syafieqa Binti Sudirman

Bachelor of Business Administration (Hons) Human Resource

Faculty of Business Management

Universiti Teknologi Mara Melaka.

Madam Nur Hidayah Binti Zaini

Practical Advisor

Faculty of Business Management

Universiti Teknologi Mara Melaka.

Dear Madam,

SUBMISSION OF FINAL YEAR PROJECT REPORT

Regarding to the above matter, I hereby submit my research with the title “Relationship Between Motivational Factor With Employee Retention in Johor Port Authority”. This final report is a requirement for completing subject HRM 672, Industrial Training Project Paper course which is require by the faculty. Thank you.

Yours sincerely,

(Ainur Syafieqa Binti Sudirman)

ABSTRACT

This study is aimed to explore the relationship between motivational factor with employee retention in Johor Port Authority (JPA). By using a quantitative approach, there were three variables that may relate to the employee retention in an organization which are compensation, promotion as well as working condition were examined. The study collected primary data using a simple survey questionnaire which the subjects are asked to respond to the items provided. In this research, designated questionnaire was distributed to selected 108 employees in JPA at Pasir Gudang since the researcher use convenience sampling method. Data collected were subjected to statistical analysis using Statistical Package for Social Scientist (SPSS) software. In summary finding of this study reveals that compensation and promotion have significant relationship with employee retention. However, there is no significant between working condition on employee retention. Lastly, the most influence variable toward employee retention in JPA is promotion. It is therefore recommended that management of JPA should focus more on promotional opportunities to the employees since they prefer career development.