



TURNOVER INTENTION AMONG GEN Y EMPLOYEES AT 8 AVENUE BUSINESS
CENTRE, SEKSYEN 8

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TURNOVER INTENTION AMONG GEN Y EMPLOYEES IN PRIVATE SECTOR AT 8 AVENUE BUSINESS CENTRE
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(Human Resource Management)

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2018

DECLARATION OF ORIGINAL WORK



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“DECLARATION OF ORIGINAL WORK”

I, Nor Shazleen Binti Nor Azim, (I/C Number 950705-02-6286)

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, except where otherwise stated.
- Quotation marks and sources of my information have distinguished all verbatim extracts have been specifically acknowledged.

Signature:

Date

Nor Shazleen Binti Nor Azim

LETTER OF SUBMISSION

Madam Ummi Kalsum Binti Hassian
Lecturer of UiTM Melaka City Campus
Faculty of Business Management
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Dear Madam Ummi Kalsum Binti Hassian

SUBMISSION OF PROJECT PAPER (HRM)

Enclose here is the project paper entitle **Turnover Intention among Gen Y employees in Private Sector at 8 Avenue Business Centre, Seksyen 8** to fulfill the requirement as needed by the Faculty of Business Management. Universiti Teknologi MARA (UiTM).

Thank You

Yours Sincerely,

Nor Shazleen Binti Nor Azim

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ABSTRACT

Turnover intentions is crucial to know in order to help the organizations to minimize it. This is because it will affect the organizations as the organizations invest vast amount to the human capital and it will eventually affect the productivity of the employees as soon they have the intention to leave the organization. This study identifies the turnover intention among Gen Y employees in private sector at 8 Avenue Business Centre, Seksyen 8. The independent variable on this study are organizational commitment, job stress and job satisfaction. Meanwhile, the dependent variable is Turnover Intention among Gen Y. Data of this study were collected through the questionnaires that were distributed to the respondent around 8 Avenue Business Centre, Seksyen 8. Then, data were analyzed by using Statistical Procedure Social Science (SPSS). The sampling technique that used in this study is convenience sampling. Total of the questionnaire that has been distributed is 100 and all questionnaires had been collected. The result of this study revealed that job stress and job satisfaction have positive significance influence on turnover intention among Gen Y employees in private sector at 8 Avenue Business Center, Seksyen 8. Meanwhile, organizational commitment have negative significance influence on turnover intention among Gen Y employees in private sector at 8 Avenue Business Center, Seksyen 8.

Keywords: Turnover intention, Organizational Commitment, Job Stress and Job Satisfaction
