



**THE DETERMINANTS OF EMPLOYEE TURNOVER:
FACTORS INFLUENCING EMPLOYEES INTENTION TO LEAVE AMONG EXPATRIATE
IN SCOPE INTERNATIONAL (M) SDN BHD**

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**BACHELOR OF BUSINESS ADMINISTRATION
(HONS) INTERNATIONAL BUSINESS
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
MELAKA CITY CAMPUS**

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**Submitted in Partial Fulfillment
Of the Requirement for the
Bachelor of Business Administration
(Hons) International Business**

**FACULTY OF BUSINESS MANAGEMENT
UITM, MELAKA CITY CAMPUS**

2010

DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION
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FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
MELAKA CITY CAMPUS

“DECLARATION OF ORIGINAL WORK”

I, ASRULSANI BIN MUHAMMAD RAIS, (IC Number : 870623-14-5011)

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.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____

Date: _____.

LETTER OF SUBMISSION

5th MAY 2010

The Head of Program
Bachelor of Business Administration (Hons) International Business
Faculty of Business Management
Universiti Teknologi Mara
75300 Bandar Melaka
Melaka

Dear Mdm,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled "THE DETERMINANTS OF EMPLOYEE TURNOVER: FACTORS INFLUENCING EMPLOYEES INTENTION TO LEAVE AMONG EXPATRIATE IN SCOPE INTERNATIONAL" to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA

Thank you

Yours sincerely

ASRULSANI BIN MUHAMMAD RAIS
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ABSTRACT

This research is conducted to carry out “THE DETERMINANTS OF EMPLOYEE TURNOVER: FACTORS INFLUENCING EMPLOYEES INTENTION TO LEAVE AMONG EXPATRIATE IN SCOPE INTERNATIONAL (M) SDN BHD”. Scope International is the Standard Chartered Group’s Global Technology & Operations Hub. A wholly owned subsidiary of Standard Chartered Bank, United Kingdom, SCOPE International is the first Global Shared Services Centre of an international bank in Malaysia. The main objective is to measure and identify the most factors that influence expatriates intention to leave in SCOPE International (M) Bhd. And it consists of four factors that are working environment, pay scale, advancement opportunity, and job satisfaction. There are several problems where employees turnover among expatriate are increasing and this research to study most factor influencing employees among expatriate intention to leave SCOPE International (M) Sdn Bhd. SCOPE International has large number of employees, there surely is a variety of behavior among employees especially from expatriates from India and Singapore. The data and analyzed Statistical Packages analyzed all data collected through the question systematically for Social Science (SPSS). The conclusion for this study was the outcome from the data analysis and findings. Through the research, it shows based on correlation and descriptive Statistic, a clear finding and result observed.