



**A CASE STUDY ON IDENTIFY THE MAJOR PROBLEM OF HIGH  
TURNOVER IN DIRECT LABOR AT ON SEMICONDUCTOR  
SEREMBAN**

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BANDAR MELAKA**

**APRIL 2011**

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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, BANDAR MELAKA**

**APRIL 2011**

## **DECLARATION OF ORIGINAL WORK**



### **BACHELOR OF BUSINESS ADMINISTRATION (HONS) INTERNATIONAL BUSINESS FACULTY OF BUSINESS MANAGEMENT UNIVERSITI TEKNOLOGI MARA BANDAR MELAKA**

#### **“DECLARATION OF ORIGINAL WORK”**

I, IRNA ZAFIRAH BT ROHANUDDIN, (I/C NUMBER 880725-05-5462)

Hereby, declare that,

- This work has no previously been accepted in substance for any degree, locally or overseas and it's not being concurrently submitted for this degree or any other degree.
- 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**

DATE OF SUBMISSION:

THE HEAD OF PROGRAM  
BACHELOR OF BUSINESS ADMINISTRATION  
(HONS) INTERNATIONAL BUSINESS  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
BANDAR MELAKA  
MELAKA

Dear Sir,

### **SUBMISSION OF PROJECT PAPER**

Attached is the project paper title “A CASE STUDY ON IDENTIFY THE MAJOR PROBLEM OF HIGH TURNOVER IN DIRECT LABOR AT ON SEMICONDUCTOR SEREMBAN” to fulfill the requirement as needed by the Faculty of Business Management, University Technology MARA.

Thank You

Yours Sincerely

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Bachelor of Business Administration (Hons) International Business

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ABSTTRACT

In identifying the major problem of high turnover, the case studies have taken place in ON Semiconductor, Seremban. The issue that has been arising in this company is high turn in direct labor. The method that has been used based on total of monthly new hire and resignation, monthly new hire and resignation percentage, overview and interview to a selected staff. Based on the data, the company has a high turn over for a year 2010. Furthermore, the data that been collected shows there are a few reason of high turnover in direct labor towards this company. From this, the recommendation has been inserted as the way to overcome this problem and decreasing the turnover rate with intended of employee retention.

Keyword : Major problem of high turnover

Paper type : Case study