



**FACTORS THAT INFLUENCE THE EMPLOYEE RETENTION IN MAJLIS AGAMA
ISLAM NEGERI SEMBILAN AND MAJLIS AGAMA ISLAM MELAKA**

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MAC - JULAI 2013

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS MANAGEMENT (HONS)
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FACULTY OF BUSINESS MANAGEMENT
UNIVERSITY TEKNOLOGY OF MARA
“DECLARATION OF ORIGINAL WORK”**

WE, SITI WAMALAINI BINTI MANSOR, (I/C Number: 910703-11-5270 AND
NUR HIDAYAH BINTI ROSLAN, (I/C Number: 900323-11-5376)

Hereby declare that:

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

Signature: _____

(SITI WAMALAINI MANSOR)

Signature: _____

(NUR HIDAYAH ROSLAN)

DATE: _____

LETTER OF SUBMISSION

1 July 2013

The Head of Program
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Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER

Attach is the project paper titled “FACTORS THAT INFLUENCE THE EMPLOYEE RETENTION IN MAJLIS AGAMA ISLAM NEGERI SEMBILAN AND MAJLIS AGAMA ISLAM MELAKA” to fulfill the requirement as needed by the Faculty of Business Management, University of Technology MARA (UiTM).

Thank you.

Sincerely,

Signature: _____

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Signature: _____

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ABSTRACT

Employee's retention is very important things in ones organization that can helps in their survival, productivity, profitability and to run the organization effectively. It is a continuous challenge for managers because it is hard to fulfill all employees' needs and to satisfy them in the organization. When an individual feel unsatisfied and unmotivated to stay in the organization they work for, they tend to move to the other organization. So, the purpose of this study is to identify the relationship between the opportunity for growth, equity of compensation, fairness, employee's satisfaction and availability of technology facilities with the employee's retention. The data has been collected from employees at Majlis Agama Islam Melaka (MAIM) and Majlis Agama Islam Negeri Sembilan (MAINS) by distributing the questionnaires to 39 employees in the both organization, where 30 employees in Majlis Agama Islam Melaka and 9 employees in Majlis Agama Islam Negeri Sembilan respectively that been selected randomly. After the data have been analyzed, the result showed that, there is significance correlation relationship between the hygiene factors with the employee's retention. This study also said to be beneficial to both organization in order to retain their employees. At the end of this research, some of the recommendations are also having been discussed.

TABLE OF CONTENTS

NO.	CONTENTS	PAGES
	TITLE PAGE	I
	LETTER OF DECLARATION	II
	LETTER OF SUBMISSION	III
	ACKNOWLEDGEMENT	IV
	TABLE OF CONTENTS	V
	LIST OF TABLES	VIII
	LIST OF FIGURES	IX
	ABSTRACT	X

CHAPTERS

NO.	CONTENTS	PAGES
1.	1.0 INTRODUCTION	
	1.1 Background of Study	1
	1.2 Background of the Company	4
	1.3 Problem Statement	8
	1.4 Research Questions	9
	1.5 Research Objectives	9
	1.6 Significance of Study	10
	1.7 Scope of Study	11
	1.8 Limitation of Study	12
	1.9 Definition of term	13