



**A STUDY ON FACTORS THAT WOULD AFFECT JOB TURNOVER AMONG  
MANAGEMENT STAFF WITHIN AVILLION LEGACY MELAKA HOTEL**

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**OCT 2010**

**“DECLARATION OF ORIGINAL WORK”**



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I, NUR KUAIZAH BINTI ADENAN, (I/C Number: 870912-04-5148)

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: \_\_\_\_\_

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## **LETTER OF SUBMISSION**

Oct 2010

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### **SUBMISSION OF PROJECT PAPER**

Attached is the project paper titled **“A STUDY ON FACTORS THAT WOULD AFFECT JOB TURNOVER AMONG MANAGEMENT STAFF WITHIN AVILLION LEGACY MELAKA HOTEL”** to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you,

Yours sincerely,

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Bachelor of Business Administration (Hons) Human Resource Management

## **ABSTRACT**

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### **A STUDY ON FACTORS THAT WOULD AFFECT JOB TURNOVER AMONG MANAGEMENT STAFF WITHIN AVILLION LEGACY MELAKA HOTEL**

Job turnover is a complex and sophisticated subjects. Organizations around the world are facing similar business challenges which are the difficulty of attracting talent and retaining quality employees. In a human resources context, turnover or labor turnover is the rate at which an employer gains and losses employees. When looking at this problem area, we found that there have been actions that companies can use to avoid this problem. The past researcher shows that there are many factors that affect the employee's job turnover. Present research study on three factors that could be the reasons for employees leaving the company which is career opportunities, compensation and benefits system and also job satisfaction.

This study has been conducted within Avillion Legacy Melaka hotel and it involved 32 respondents in different department. Results of the present study showed that the most influential factors that affects job turnover within Avillion is compensation and benefits system. It also shows that this factor has a significant relationship with the employee's job turnover in Avillion Legacy Melaka hotel. Recommendations for future researcher are also been discussed.

Keyword- Job turnover, Career Opportunities, Compensation and Benefits System, Job Satisfaction

Paper type – Research Paper

Company – Avillion Legacy Melaka Hotel

## TABLE OF CONTENT

	<b>PAGE</b>
<b>DECLARATION OF ORIGINAL WORK</b> .....	I
<b>LETTER OF SUBMISSION</b> .....	II
<b>ACKNOWLEDGEMENT</b> .....	III
<b>TABLE OF CONTENTS</b> .....	IV-VI
<b>LIST OF TABLES</b> .....	VII
<b>LIST OF FIGURES</b> .....	VIII
<b>ABSTRACT</b> .....	IX

### **CHAPTER 1: INTRODUCTION**

1.1 Background of Study .....	1-3
1.1.1 Background of Company.....	3-6
1.2 Problem Statement .....	6-8
1.3 Research Questions .....	8-9
1.4 Research Objectives .....	9-10
1.5 Theoretical Framework .....	10-11
1.6 Hypothesis .....	12-13
1.7 Significance of Study .....	13
1.7.1 Organization .....	13
1.7.2 Employees .....	14
1.7.3 Researcher .....	14-15
1.8 Scope of Study .....	15
1.9 Definition of Terms .....	15-17

### **CHAPTER 2: LITERATURE REVIEW**

2.1 Introduction .....	18-19
2.2 Job Turnover .....	20
2.2.1 Definition of Turnover .....	21
2.2.2 Voluntary vs. Involuntary Turnover .....	21-24