



**THE IMPLICATION OF HRM PRACTICES TOWARDS
EMPLOYEE RETENTION IN MARA HEADQUARTER**

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JUNE 2016

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
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“DECLARATION OF ORIGINAL WORK”

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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 our independent work and investigation, except where otherwise stated.
- All verbatim extract have been distinguished by quotation marks and sources of our information have specifically acknowledged.

Signature: _____ Date: _____

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LETTER OF TRANSMITTAL

30th June 2016

The Head of Program
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110 Off Jalan Hang Tuah
75300 Melaka, Malaysia

Dear Sir / Madam,

SUBMISSION OF APPLIED BUSINESS RESEACRH REPORT

Attached is the project paper titled “**THE IMPLICATION OF HRM PRACTICES**

TOWARDS

EMPLOYEE RETENTION IN MARA HEADQUARTER” to fulfilment the requirements

as needed by the Faculty of Business Management, Universiti Teknologi MARA

.
Thank you.

Regards,

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ABSTRACT

Employee retention refers to the ability of an organization to retain its employees. The purpose of this study is to investigate the relationship between Human Resource Management Practices (HRM) in MARA Headquarter. In this study only 137 respondents which are employees at Human Resource Department selected using simple random sampling. The objectives of this study aims to investigate the level of employee retention among MARA Headquarter staff, to examine the dominant factor that can contribute to employee retention and to identify the relationship between HRM practices and employee retention. Eventually, this research discovered that most of the respondents were age between 26 - 35 years, female, married, permanent staff, Degree/Diploma education and 6-10 years working there. Besides that ,this study is a quantitative research study whereby the findings of the study were analysed by using the Statistical Package for the Social Science (SPSS) version 20.0. The data collected in this study is analysed by using frequency, descriptive analysis, reliability, Pearson's correlation analysis and multiple regressions in order to achieved the research objectives. After the data have been analysed, the result showed that, there is a significance correlation between the employee empowerment factors with the employee retention. This study also said to be beneficial to organization in order to increase the employee retention. At the end of this research, some of the recommendations are also having been discussed.