RELATIONSHIP BETWEEN OCCUPATIONAL STRESS AND TURNOVER INTENTION AMONG EMPLOYEES IN A PLASTIC MANUFACTURING COMPANY
(GUPPY PLASTICS INDUSTRIES SDN. BHD.)

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DECLARATION OF ORIGINAL WORK

BACHELOR OF BUSINESS ADMINISTRATION
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“DECLARATION OF ORIGINAL WORK”

We, Siti Nur Salbiah binti Mat Anuwar, (I/C Number: 930302-02-5256) and Nor Syazwanie binti Jamahari, (I/C Number: 931012-03-5354)

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 my information have been specifically acknowledged.

Signatures:

__________________________________________  ______________________________________
Siti Nur Salbiah binti Mat Anuwar           Nor Syazwanie binti Jamahari

Date: _____________________
LETTER OF SUBMISSION

June 2016

The Head of Program
Bachelor of Business Administration (Hons) Human Resources Management
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75300 Melaka.

Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled “Relationship between Occupational Stress and Turnover Intention among Employees in a Plastic Manufacturing Company (Guppy Plastics Industries Sdn. Bhd.)” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA (UiTM).

Thank you,

Sincerely,

(Siti Nur Salbiah binti Mat Anuwar)  
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(Nor Syazwanie binti Jamahari)  
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ABSTRACT

Turnover had been the greatest concern on the global company nowadays despite their competitiveness in retaining their best human capital to sustain their business. Turnover is defined as employees leave the organization intentionally where it should include plan and desire to quit. The occupational stress is the major factor that contributes to turnover intention due to employees that cannot cope with the stressor at work would experience intention to quit. Therefore, the purpose of this research is to investigate the relationship between role conflict, work overload and working environment toward turnover intention and to identify the most influential occupational stress factors toward turnover intention at Guppy Plastics Industries Sdn Bhd. This research is a quantitative research which used the self-administered questionnaire as instruments to collect data. The data had been collected from 93% of 118 respondents which withdrawn from the total 167 element of population by using simple random sampling method. The data collected is then evaluated by using Statistical Package for the Social Science (SPSS) Version 20 Software. Thus, Pearson Correlation analysis indicates that there is positive significant relationship between role conflict and work overload toward turnover intention, however, there is no negative significant relationship between working environment and turnover intention. While, regression analysis revealed that the most influential occupational stress factor toward turnover intention is role conflict.