



**DETERMINANTS OF RETENTION IN NEGERI ROADSTONE  
SENDIRIAN BERHAD**

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**DETERMINANTS OF RETENTION IN NEGERI ROADSTONE SENDIRIAN  
BERHAD**

**NURUL SHAFIKAH BINTI HUSSIEN**

**Submitted in partial fulfillment  
of the requirement for the  
Bachelor of Business Administration  
(Hons) Human Resource**

**FACULTY OF BUSINESS MANAGEMENT  
UITM BANDARAYA MELAKA**

**DECEMBER 2011**

## DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION  
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UNIVERSITI TEKNOLOGI MARA  
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**“DECLARATION OF ORIGINAL WORK”**

**I, NURUL SHAFIKAH BINTI HUSSIEN, (I/C Number: 871126-05-5482)**

Hereby, declare that,

- This work has not previously been accepted in substance for any degree, locally or overseas and it 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 extract have been distinguished by quotation marks and sources of my information have been specifically acknowledged

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## **LETTER OF SUBMISSION**

11 January 2012

The Head of Program  
Bachelor of Business Administration (Hons) Human Resource  
Faculty of Business Management  
Universiti Teknologi MARA  
Bandaraya Malaka

Dear Sir,

### **SUBMISSION OF PROJECT PAPER**

Attached is the project paper titled "DETERMINANTS OF RETENTION IN NEGERI ROADSTONE SENDIRIAN BERHAD" to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA

Thank you.

Yours sincerely,

NURUL SHAFIKAH BINTI HUSSIEN  
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Bachelor of Business Administration (Hons) Human Resource

# **CHAPTER 1**

## **INTRODUCTION**

This research been done to analyze the determinants of employee retention in Negeri Roadstone Sdn Bhd. It begins with the background of the company, discussing about the historical of Negeri Roadstone Sdn Bhd and overview of retention. Then, followed by the research problem that leads to the research objective. Next, the significance of study discussed so that will clarify some ideas towards the research. Several research question also been determined to generate the study. As guidance for future generation, these researches will help to create better understanding towards Human Resource practitioner, management and other organization, lead to the factors that can boost retention in their field of work.

### **1.0 Company Background**

Negeri Roadstone Sdn. Bhd, was established on 22nd april 1974 in a joint venture between Negeri Sembilan state economic development corporation and Termac Holding Ltd., United Kingdom. Since 1981, Tarmac sold its interest to bumiputera companies but NRSB remain a subsidiary of Negeri Sembilan State Economic Development corporation. With the back-up expertise of over 60 years from both companies during the joint venture, Negeri roadstone today, like the characteristic of a rock, stand solid, strong and dependable. Its has provided a firm foundation of quality stones and rocks to all construction work in malaysia, ranging from Roadstone, housing construction, bituminous products, railways and airport runaways.