



THE INFLUENCE OF HRM PRACTICES ON TURNOVER AMONG EMPLOYEES

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**Submitted in Partial Fulfillment
of the Requirement for the
Bachelor of Business Administration
(Hons) Human Resources Management**

**FACULTY OF BUSINESS MANAGEMENT
UITM, KAMPUS BANDARAYA MELAKA**

2012

DECLARATION OF ORIGINAL WORK



**BACHELOR BUSINESS ADMINISTRATION
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FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
KAMPUS BANDARAYA MELAKA**

“DECLARATION OF ORIGINAL WORK”

I, SITI NAJLAA BINTI MOH @ MOHD SULAIMAN, (I/C Number: 880514-52-5532)

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: _____

Date:

LETTER OF SUBMISSION

9 January 2012

The Head of Program

Bachelor of Business Administration (Hons) Human Resource Management

Faculty of Business Management

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Dear Sir,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled "THE INFLUENCE OF HRM PRACTICES ON TURNOVER AMONG EMPLOYEES" 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

The purpose of this study is to assess the influence of HRM practices on turnover among employees. Given the uprising number of turnover among employees in the country which leads to 13 percent in 2010 and the negative side-effects of turnover towards organization, there may be a corresponding increase in the complaints about turnover effects filed by employers. Apart from that, there is a big chance that the number of inquiries from the employers in relation to influence of HRM practices on turnover among employees would also grow in accordance with increasing reports made by employers about the side-effects of turnover towards organization. In response to this possible national concern, a study was conducted recently to investigate the issue further. The purpose of the study described in this research report was to assess the current employers and employees' knowledge on the influence of HRM practices on turnover among employees. In the end of this study, it was found that there are other factors apart from HRM practices that should be taken into consideration in order to reduce turnover among employees. In addition, there are several strategies or practices that should be planned systematically in order to become employer of choice.