



**A STUDY ON FACTORS INFLUENCING TURNOVER INTENTION
AMONG EMPLOYEES IN KLANA BEACH RESORT PORT DICKSON**

SITI NAQUIAH BINTI AMIZEE

2010778989

**BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS
(HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
KAMPUS BANDARAYA MELAKA**

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**Submitted In Partial Fulfillment of The
Requirement for the
Bachelor of Business Administration with Honours
(Human Resource Management)**

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

January 2014

DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS (HUMAN RESOURCE MANAGEMENT) FACULTY OF BUSINESS MANAGEMENT UNIVERSITI TEKNOLOGI MARA “DECLARATION OF ORIGINAL WORK”

I, Siti Naquiah Binti Amizee, (I/C Number: 901230045086)

Hereby, declared 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

10th January 2014

The Head of Program
Bachelor Business Administration (Hons) Human Resource Management
Faculty of Business Management
University of Technology MARA (UiTM)
Kampus Bandaraya Melaka
Off Jalan Hang Tuah
75300 Melaka.

Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER

Attach is the project paper titled “A Study on Factors Influencing Turnover Intention among Employees in Klana Beach Resort Port Dickson” to fulfill the requirement as needed by the Faculty of Business Management, University of Technology MARA (UiTM).

Thank you.

Sincerely,

(SITI NAQUIAH BINTI AMIZEE)

2010778989

ABSTRACT

Employee turnover is one of major problem facing by organization nowadays. Employee turnover makes the organization to face with losses such as high expenses and slow productivity. There are several consequences of turnover. Those negative impacts are high financial cost, workflow interruptions, loss of expertise, loss of business opportunities and administrative problems. The higher level of turnover in the organization will cause the problem that will impact the employee retention and production. The purpose of this study is to identify the factors that influence turnover intention among employees. The objective of this study is to identify the relationship between compensation, working environment and supervisory support towards turnover intention among employees. The data has been collected from employees in KBRPD. The total number of respondents is 35 people selected through convenient sampling. Questionnaire is distributed to collect all the data and is interpreted into readable and informative data through reliability analysis, descriptive analysis and Pearson's correlation. After the data has been analysed, the result showed that there is a significant correlation relationship between compensation, working environment and supervisory support towards turnover intention. At the end of this research, some recommendation also been discussed.