



**A STUDY ON EMPLOYEE RETENTION AT FUJI
ELECTRIC (M) SDN. BHD,
KULIM HI TECH PARK**

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**BACHELOR OF BUSINESS ADMINISTRATION (HONS)
HUMAN RESOURCE
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
MELAKA**

DECEMBER 2011

**A STUDY ON EMPLOYEE RETENTION AT FUJI
ELECTRIC (M) SDN.BHD, KULIM HI TECH PARK**

SYARIDAH NAZIRAH BINTI SAIDIN

Submitted In Partial Fulfillment
Of the Requirement for the
Bachelor of Business Administration
(Hons) Human Resource

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

DECEMBER 2011

DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION (HONS) HUMAN RESOURCE
FACULTY OF BUSINESS MANAGEMENT
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MELAKA

“DECLARATION OF ORIGINAL WORK”

I, SYARIDAH NAZIRAH BINTI SAIDIN, (I/C NUMBER 881007025642)

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

16 December 2011

The Head of Program
Bachelor of Business Administration (Hons) Human Resource Management,
Faculty of Business Management,
Universiti Teknologi Mara,
Kampus Bandaraya Melaka.

Dear Sir,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled “A Study on Factor Influencing Employee Retention at Fuji Electric (M) Sdn Bhd, Kulim Hi Tech Park” to fulfill the requirement as needed by the Faculty of Business Management, MARA University of Technology (UiTM).

Thank you.

Yours sincerely,

SYARIDAH NAZIRAH BINTI SAIDIN

2009147711

Bachelor of Business Administration (Hons) Human Resource Management

ABSTRACT

The project paper title “A Study on Employee Retention at Fuji Electric (M) Sdn Bhd, Kulim Hi Tech Park” is conducted as partial requirement as needed by Faculty of Business Management, University Technology Mara (UiTM). The purpose of the study is to identify the relationship between gender and employee retention, to determine the most factors influencing employee retention and to examine significant relationship between the factors influence employee retention at Fuji Electric (M) Sdn. Bhd, Kulim Hi Tech Park.

The analysis was found that, male employee more to stay for long period in Fuji Electric compared to female employee. Besides, further analysis was revealed that, most employee from the technician level chooses to stay in Fuji Electric because of they satisfy with their company’s work environment. Satisfaction employee with company’s environment make work environment become the most factors influencing employee retention at Fuji Electric (M) Sdn. Bhd. In addition, by analyzing using Pearson’s Correlation method there also have significant relationship with work environment, training and development, and leadership except reward and communication shows weak significant relationship with correlation coefficient only 0.464 and 0.420 which close to 0.