



**FACTORS THAT AFFECT EMPLOYEE'S INTENTION TO STAY AT  
SYARIKAT AIR MELAKA BERHAD (SAMB)**

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## DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION (HONS) HUMAN RESOURCE  
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BANDARAYA MELAKA  
“DECLARATION OF ORIGINAL WORK”**

I, Nur Farahin Binti Jantan, (I/C Number: 900827-04-5084)

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 any 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**

January 2014

The Head of Program  
Bachelor of Business Administration (Hons.) Human Resource Management  
Faculty of Business Management  
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Dear Sir/ Madam,

### **SUBMISSION OF PROJECT PAPER**

Attached is the project paper title “**FACTORS THAT AFFECT EMPLOYEE’S INTENTION TO STAY AT SYARIKAT AIR MELAKA BERHAD (SAMB)**” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA. Thank you.

Sincerely,

NUR FARAHIN BINTI JANTAN  
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Bachelor of Business Administration (Hons.) Human Resource Management

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## **ABSTRACT**

Employee retention is very important for an organization to success and avoid high turnover rate. The purpose of this study is to observe the significant correlation relationship of the factors such as compensation and benefit, career development and supervisor support with employee's intention to stay at SAMB and to identify the most influential factor that influences employee's intention to stay at SAMB. The data was collected through questionnaire with a total of 144 staffs of SAMB at headquarters. This research was conducted based on simple random sampling method. Findings showed that there were significant relationships between compensation and benefit, career development, supervisor support and employee's intention to stay at SAMB. All hypotheses were supported with the variables and failed to be rejected. This study also presents a conclusion and recommendations for manager to improve their employee's retention strategy and to decrease employee's turnover rate.

**KEYWORDS:** Intention to stay, compensation and benefit, career development, supervisor support.