

**JUNE 2014**

**A STUDY ON FACTORS THAT INFLUENCE  
EMPLOYEES' INTENTION TO STAY AT THE SEMI  
GOVERNMENT ORGANIZATION IN KUANTAN,  
PAHANG**

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## **DECLARATION OF ORIGINAL WORK**

We, Ili Syamimi Binti Hapiz, and Siti Khatijah Binti Senan,

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 these degrees 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: 30 JUNE 2014

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## **ABSTRACT**

The organization cannot be generated efficiently without valuable employees, revenue and accomplishment. High salary and pleasant working conditions cannot be promise as employees stay in the organization. So, most of the Human Resources Department needs to have some targeted to achieve and they need to explore the factors employees stay with the organization. There are more other factors that influence employees' intention to stay in the organization. The industry is healthier than others industry when they have less employees' turnover in the organization. The research problem carried out in this study is to observe the impact of training and development, career development, compensation and benefits, job satisfaction, performance appraisal and achievement, and organizational commitment with employees' intention to stay in semi government, at Kuantan, Pahang. This research will investigate the main factor influencing employees' retention and why employees are preferred to stay in the semi government organization. The results indicate that the factors positively correlated with employees' intention to stay. The findings and recommendations were also addressed.