



**“IMPLEMENTATION OF COMPENSATION MANAGEMENT  
PROCESS IN MIRAXIS SDN BHD”**

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**APRIL 2011**

Bachelor of Business Administration (Hons) Human Resource Management



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**“DECLARATION OF ORIGINAL WORK”**

**I, NUR KHAIRUNNISA BT ISMAIL,**

Hereby, declared that,

- This work has not previously been accepted in substances 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: \_\_\_\_\_

## ACKNOWLEDGEMENT

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Thanks to ALLAH, the Almighty for giving me an opportunity to finish my final report for the industrial training and for giving me the strength and patience to complete this project successfully.

Firstly, I dedicate my highest appreciation to Pn. Noraeffa bt Md Taib as my advisor who had provides me with a lot of information, guidance in completing my research. Without her information and guidance, maybe this report is not finish yet.

I would like to express my appreciation to Director of Miraxis Sdn Bhd as my supervisor Encik Zaini Md Yasin with a lot of help and advice in completing the study and not forget to Miraxis Sdn Bhd for welcome me as a practical student. Thank to my second examiner, En.Idris bin Osman and to all who, directly indirect, given me invaluable help, kind assistance and valuable advice.

I would like to take this opportunity to send my thankful to my lovely parent in giving support internally and externally in completing my study. This acknowledgement would be not being completed without mentioning and encouragement given by my family whom give the all support and advice during finishing the report.

Last but not the least, I would like to thank all of my friends who helped me throughout this process and making it a success through their continuing help and feedback. Thank you for your support and advices. May ALLAH bless all for your helped.

## **ABSTRACT**

The purpose of this research is to determine the implementation of compensation management process theory in Miraxis Sdn Bhd. Other than that, it is also focused on their compensation package that influence the retain of the employees. The reseacher uses the primary data such as observation and interview to find out the results of this research. In general, from the observations of the reseacher, there are negative effects in Miraxis Sdn Bhd by which of high turnover of employees. More over, the reseacher has find out that there were several factors that influenced the employees to retain in the organization from the past literatures by others reseachers. The factors are an attractive compensation such as medical benefits, commissions, travelling benefits, rewards and so forth.

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