



**A STUDY OF FACTORS THAT CONTRIBUTES TO THE EMPLOYEE RETENTION IN THE
PRIVATE SECTOR.**

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DECLARATION OF ORIGINAL WORK



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I, SYAZWANI BT ABD RAZAK,

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: _____

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Alhamdulillah, with grace and blessing of The Almighty ALLAH S.W.T. I manage to complete this research, which could not been accomplishes without HIS willing.

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Abstract

This research has been conducted to study factor that contribute to the employee retention at Hitachi Construction Machinery (M) Sdn Bhd in order to explore managers and employees view on the most factors that influencing employee retention. The data collected through questionnaire from 48 respondents by using Simple Random Sampling Technique to test the proposed hypothesis. Statistical Package for Social Sciences (SPSS) was help to carried out the result of analysis to show their significant relationship by using correlation analysis. The result of this study shows that the independent variables which are benefits, training and work environment have a direct and positive impact on the dependent variable. Therefore, it has positive relationship between the all factors with employee retention. However, the result also shows the most factor that influencing employee retention by using Regression analysis.

Keywords: Employee Retention, benefits, training and work environment.

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