



**THE RELATIONSHIP BETWEEN JOB SATISFACTION AND
VOLUNTARY TURNOVER AMONG EMPLOYEES AT
BEYONICS PRECISION MACHINING SDN BHD**

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DECLARATION OF ORIGINAL WORK



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“DECLARATION OF ORIGINAL WORK”**

I, R. SYAIDATUL AZMEERA BINTI R. AZNI,

Hereby, declares 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

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ABSTRACT

This research was conducted to investigate the relationship between job satisfaction and voluntary turnover in a company that specific to precision machining industry which is Beyonics Precision Machining Sdn Bhd. By using insights from some relevant literature and recent empirical data the high turnover rates in the organization are recognized as the major issue. Written questionnaires were being distributed, involving 124 respondents. Working environment and the work itself turned out to be negatively related to voluntary turnover. Meanwhile pay has positive relationship with voluntary turnover. The study only limited to one organization. It may not be appropriate to generalize the finding for other populations. However, the sample can be viewed as the representative for other organization in the same industry who experiencing the same problem. In addition, the research was primarily based on the feedback provided by the respondents. The research provides the relationship between job satisfaction and voluntary turnover and some recommendations which organizations can use for future reference or to cope with the problem. In an effort to identify the relationship between job satisfaction and voluntary turnover, this paper is conducted.

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