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**TURNOVER INTENTION AND JOB HOPPING:
PERSPECTIVE OF WOMEN QUANTITY SURVEYOR**

Dissertation submitted in partial fulfilment of the requirement for the award of
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ABSTRACT

Turnover is the mechanism by which employees leave a business or organization and are replaced by that company or organization. Many people face the problems and challenges in daily life especially in their works. There has already been a dramatic growth in the women in the labor force in companies over the past few years. This will lead to less productivity of work and the organization performance. Therefore, this paper aim is to explore the women quantity surveyor's viewpoint about turnover intention and job hopping and assist the employer of quantity surveying firms by reduce the employee turnover. This research used quantitative method. 144 questionnaires were distributed among quantity surveyors in consultant firm at Selangor and 76 respondents was return back the questionnaires. The data then was analyzed by using SPSS Version 26. The result indicates that working environment is the main causes for job hopping and turnover intention happened among women quantity surveyor. It shows that the working environment needs to be improved in an organization to increase the level of satisfaction in order to increase the performance of work. Lastly, the finding from this study could assist current and future industry team to gain insight on the important of work life balance among woman employees to achieved job satisfaction at workplace that will lead to the improvement of the organization's performance simultaneously overcome the job hopping and turnover intention.

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CHAPTER 1: INTRODUCTION

1.1 OVERVIEW

In the modern world today, no one wants to stick to their current work for more than two or three years, new generations tend to improve and upgrade their life and reputation, so they adjust their employment profiles for financial gains or career opportunities. In the meantime, turnover is the mechanism by which employees leave a business or organisation and are replaced by that company or organisation. Turnover intent measures whether employees of a corporation or organisation want to leave their positions or whether that organisation wants to remove employees from their positions. The cause for turnover, like turnover itself, can be either voluntary or involuntary.

There has already been a dramatic growth in the women in the labour force in companies over the past few years. Women in all aspects of life have found success. They contribute it as well as men do to the economic growth. If the proportion of women workers in the workforce grows, there can be a change from conventional roles to working roles. Today, women workers have higher expectations and aspire for a better place in companies on an equal basis with male employees.

Many opportunities for women might theoretically boost Malaysia's Gross domestic product from RM6 billion to RM9 billion (McKinsey, 2012). So, Malaysia needs to concentrate on keeping working women to counter the negative impact on the level of women involvement in the workforce. Even though many women workers worldwide quit their jobs once they married and have kids and will not even come back to the workplace.