



**THE FACTORS THAT INFLUENCE TURNOVER INTENTION AMONG  
EMPLOYEES IN GMP MEDICARE SDN. BHD. (TOP GLOVE) AT KLANG,  
SELANGOR**

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**BACHELOR OF BUSINESS ADMINISTRATION  
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
KAMPUS BANDARAYA MELAKA**

**JANUARY 2018**



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**Submitted in Partial Fulfillment of the  
Requirement for the Bachelor of Administration with Honors  
(Human Resource Management)**

**FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
KAMPUS BANDARAYA MELAKA**

**JANUARY 2018**

**DECLARATION OF ORIGINAL WORK**



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“DECLARATION OF ORIGINAL WORK”**

**I am Nurrul Hazieqah Binti Rohmanan, (I/C Number: 950120-01-5688)**

**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 extract have been distinguished by quotation marks and sources of my information have been specifically acknowledged.**

**Signatures:**

**Date:** \_\_\_\_\_

\_\_\_\_\_  
**Nurrul Hazieqah Binti Rohmanan**

## **LETTER OF SUBMISSION**

JANUARY 2018

The Head of Program  
Bachelor of Business Administration (Hons) Human Resources Management  
Faculty of Business Management  
Universiti Teknologi Mara (UiTM)  
Kampus Bandaraya Melaka  
Off Jalan Hang Tuah  
75300 Melaka.

Dear Sir/Madam,

### **SUBMISSION OF PROJECT PAPER**

Attached is the project paper titled “The Factors That Influences Turnover Intention among Employees at GMP MEDICARE SDN. BHD. (Top Glove) in Klang, Selangor” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi Mara (UiTM).

Thank you.

Sincerely,

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(Nurrul Hazieqah Binti Rohmanan)  
2015116169

## ABSTRACT

This paper examines on employee turnover intention and the relationship with job stress, work engagement, job satisfaction and organizational commitment. The study highlighted and defines the basic concept of job stress, work engagement, job satisfaction and organizational commitment and turnover intention. The total population for this study consist 307 employees. The total sample size of this survey was collected by distributed 175 questionnaires and 170 return questionnaires. The data collected was processed using Statistical Package for Social Science version 20. The data had been analyzed using Descriptive, Pearson correlation and multiple regressions. Hence, the results from this study reveal that there is a positive relationship between all independent variables which job stress, work engagement, job satisfaction and organizational commitment relationship have positive relationship toward turnover intention. However, the result indicates there are many other factors that can contribute to turnover intention which are not included in this research. The sample study is only limited to the employees that are working GMP Medicare Sdn. Bhd.

*Keywords: Turnover intention, Job Stress, Work Engagement, Job satisfaction and Organizational Commitment.*