



DETERMINANTS OF EMPLOYEE RETENTION IN UITM HOLDINGS SDN BHD

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INTERNATIONAL BUSINESS

UITM CAWANGAN MELAKA KAMPUS BANDARAYA MELAKA

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**Submitted in Partial Fulfilment of the
Requirement for the
Bachelor of Business Administration with Honors
(International Business)**

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

KAMPUS BANDARAYA MELAKA

JULY 2018

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (INTERNATIONAL BUSINESS)
FACULTY OF BUSINESS AND MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
“DECLARATION OF ORIGINAL WORK”**

I, Mohammad Razi Afnan bin Rosdi, (I/C Number: 90613-03-5731)

Hereby, to 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 any independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotations marks and sources of my information have been specifically acknowledged.

Signature: _____ **Date:** _____

LETTER OF SUBMISSION

2nd JULY 2018

The Head of Program
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Dear Sir / Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper title “**DETERMINANTS OF EMPLOYEE RETENTION IN UITM HOLDINGS SDN BHD**” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you.

Yours Sincerely,

Mohammad Razi Afnan bin Rosdi
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ABSTRACT

The employee retention is a continuous problem or issues that always be a major issue of any company. The purpose of this research were to examine the relationship between independent variables (training and development program, work life balance, promotional opportunities and employee recognition) and dependant variables (employee retention) in UiTM Holdings Sdn Bhd and to identify the most influence factor on employee retention in the company. The sample size of the research is 103 out of 140 total of population comes from Human Resource Department, Finance department, Risk Management Department, Procurement and IT Department. Researcher use simple random sampling as the collection of information is randomly pickup from the selected respondents among the total population in the company. Researcher used questionnaire as the method to collect all the data from the respondents in accomplishing the research objectives. This study is beneficial to the companies in Malaysia especially in situation where they are facing high employee turnover. It will helps them to gain awareness on the main factors and manage the issue from getting worse. The discussions and recommendations for future research are also have been discussed in chapter