THE STUDY ON THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE TOWARDS STAFF RETENTION AT PERBADANAN MEMAJUKAN IKTISAD NEGERI TERENGGANU (PMINT)

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ABSTRACT

This research involves discovering to study the relationship between work-life balances towards staff retention at Perbadanan Memajukan Iktisad Negeri Terengganu (PMINT). The element of work-life balance includes Flexible Work Schedule, Work-Family Conflict, Family-Work Conflict, Job Sharing and Job Burnout. Almost 140 set of questionnaires has been distributed in order to obtain a data and the total of the returned questionnaire was 117 set. This study uses the Statistical Package for Social Science (SPSS) version 21.0 to analyze the result. The descriptive analysis and Pearson correlation analysis has been used in order to reply to the research question. All the result reveals that each of the elements has a positive and negative relationship to the retention of the staff.

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INTRODUCTION

Background of the Study

Holding skilled representative is more critical than hiring (K. Sandhya & D. Pradeep Kumar, 2011). Organizations are continually looking for capable representatives while invested energy and cash on their staffs for future return perspectives (Maqsood Haider, 2015). This can relate to where it is very important for the growth of service industry (Rajendra Singh & Khushbu Dubey, 2016). It is because, since hiring isn't a simple procedure; too much time is used in employing the applicants and to prepare them to confront the testing task and furthermore to get them balanced in the corporate culture. (Prerna Nair & Sonali Malewar, 2013). Retention is viewed as a strategic opportunity for many organizations for keeping in mind the end goal to keep up an aggressive workforce (De Long & Davenport, 2003; Schramm, 2006).

In the study that has been made by Bashir & et al., 2009 they think that staffs are the most imperative piece of any organization since they are the person who creates or convey their products or services. According to Waleed Hassan & et. al., 2013, they said that organization will be profited, if the staffs stay in the organization for a