

**THE STUDY ON THE RELATIONSHIP BETWEEN WORK-LIFE BALANCES
TOWARDS STAFF RETENTION AT MEXTEC CORPORATION (M) SDN BHD**

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ABSTRACT

The study that was conducted was the title were the study on the relationship between work-life balances towards staff retention. In this study, the researcher focused on the relationship between work-life balance at Mextec Corporation (M) Sdn. Bhd and the total questionnaire that had been distributed were 40 set since the population were 45 according to Krejcie and Morgan sample size and also using the simple random techniques. The data that had been collected will be analyzed using Statiscal Package for Social Science (SPSS). The data analyzed using the SPSS software were further analyzed using the descriptive analysis, normality test, correlation, standard deviation and means.

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CHAPTER 1

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 and invested energy and cash on their staff for future return perspectives (Maqsood Haider, 2015). Other than that, staff retention is very important for the growth of service industry (Rajendra Singh & Khushbu Dubey, 2016). It is because, since hiring isn't a simple procedure; a lot of 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. (Perna Nair & Sonali Malewar, 2013). Retention is viewed or refer to 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 staff is 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 staff stay in the organization for a