



**RELATIONSHIP BETWEEN TALENT MANAGEMENT PRACTICES AND  
EMPLOYEE RETENTION**

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

**January 2019**

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

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

**January 2019**

## **DECLARATION OF ORIGINAL WORK**



### **BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS (HUMAN RESOURCE MANAGEMENT) FACULTY OF BUSINESS MANAGEMENT UNIVERSITI TEKNOLOGI MARA “DECLARATION OF ORIGINAL WORK”**

I am Mohd Najmuddin Bin Md Ali (I/C Number: 961223015449)

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 our independent work and investigation except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of our information have been specifically acknowledged.

Signature: *Najmuddin*

Date: January 2019

## LETTER OF SUBMISSION

JANUARY 2019

**DR. IRZAN ISMAIL**

Project Paper Advisor  
Faculty of Business Management  
Universiti Teknologi MARA  
No. 110, Off Jalan Hang Tuah  
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Dear Sir/Madam,

### SUBMISSION OF FINAL REPORT

Enclosed herewith is a thesis entitled “**RELATIONSHIP BETWEEN TALENT MANAGEMENT PRACTICES AND EMPLOYEE RETENTION**”, I hope this thesis will meet the requirement and expectation from you and the faculty. Thank you very much for all guidance and supports you have generously rendered upon the completion of this thesis.

Yours sincerely



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**MOHD NAJMUDDIN BIN MD ALI**

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Date: January 2019

## **Abstract**

The research objective is to examine whether talent management practices which include career development, rewards and compensation, performance management and job design have a positive relationship on employee retention. The target respondents in this study are employees who work in manufacturing industries in Taman Perindustrian which include SIS Speedy, Happy Grass Sdn Bhd and Greenfarm Food Industries Sdn Bhd. The collected data will be analyze using Statistical Package for Social Science (SPSS) software. Descriptive analysis, reliability test, Pearson Correlation Analysis and Multiple Regression will be used to analyze the collected data. The study revealed that there are positive effects towards employee retention given from the talent management practices which include career development, rewards and compensation and performance management. The result of this study will be useful to manager and human resources in an organization to have deeper understanding how talent management influenced in employee retention. It allowed the organization to be able to implement policy, remuneration or plan to retain their talented employee.

**Keywords** *Talent management, employee retention, career development, rewards and compensation, performance management, job design*