



**FACTORS INFLUENCE EMPLOYEES TURNOVER INTENTIONS
AT HITACHI CHEMICAL (JOHOR) SDN. BHD.**

NUR FARIDAH BINTI MOHAMAD

2015115633

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

JANUARY 2019

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

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

JANUARY 2019

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
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UNIVERSITI TEKNOLOGI MARA**

“DECLARATION OF ORIGINAL WORK”

I, Nur Faridah Binti Mohamad, (I/C Number: 941121-10-5592)

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

Signature: _____ Date: _____

LETTER OF SUBMISSION

September 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 title –Factors Influence Employees Turnover Intention at Hitachi Chemical (Johor) Sdn. Bhd. to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA (UiTM).

Thank you.

Sincerely,

(Nur Faridah Binti Mohamad)

ABSTRACT

This study determines whether factors such as job satisfaction and organizational commitment influence employees turnover intention at Hitachi Chemical (Johor) Sdn. Bhd. The questionnaire was the method for data collection with a total of 140 respondents taking part in this study, using a convenient sampling procedure and Statistical Package for Social Science (SPSS) were utilized to analyze the data. Descriptive statistic, correlation, and regression analysis were used in this study for the purposes to find out the relations between the variables. Based on the result, both independent variables which is job satisfaction and organizational commitment have a significant and negative relationship on the dependent variable which is turnover intention. Among all two factors, job satisfaction is found to be the strongest in factor influence turnover intention of employees at Hitachi Chemical (Johor) Sdn. Bhd. The essential consequences of the research work is that, the supervisors or managers must take some creative steps to improve employee's job satisfaction, to expand organizational commitment, and reduces employee turnover intentions in their organization.