



**“THE RELATIONSHIP BETWEEN ORGANIZATIONAL
SUPPORTS AND EMPLOYEES’ RETENTION AT
TAKAFUL IKHLAS SDN BHD”**

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HUMAN RESOURCE MANAGEMENT
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UNIVERSITI TEKNOLOGI MARA
KAMPUS BANDARAYA MELAKA**

July 2013

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Submitted of Partial Fulfilment of the Requirement for the Bachelor of Business
Administration (HONS) Human Resources Management

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

JULY 2013

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION (HONS)
HUMAN RESOURCES MANAGEMENT
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“DECLARATION OF ORIGINAL WORK”

WE, CAHAYA SABARINA BINTI MUAJAM (I/C Number: 891124-01-5864)

NUR AMALINA BINTI HUSSIN (I/C Number: 911207-06-5352)

Hereby, declare that:

- This work has not previously been accepted in substances for any diploma, locally or overseas, and is not being concurrently submitted for this or any other degrees.
- This project paper is the result of our independent work investigation, except where otherwise stated.

All verbatim extracts have been distinguished by quotation marks and source of my information have been specifically acknowledged.

Signature: _____

Date: 1st July 2013

Signature: _____

Date: 1st July 2013

LETTER OF SUBMISSION

**Faculty of Business Management
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1ST JULY 2013

**Dr. Rozman Bin Hj. Md Yusof
Faculty of Business Management
Universiti Teknologi MARA Kampus Alor Gajah
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Melaka**

Dear Sir,

SUBMISSION OF PROJECT PAPER (HRM 662)

Enclosed here is the research entitled "The Relationship between Organizational Supports and Employees' Retention at Takaful Ikhlas Sdn Bhd" to fulfil the requirement is needed by the Faculty of Business Management, Universiti Teknologi MARA. We hope this report will fulfil the requirement of Bachelor of Business Administration (Hons) Human Resource Management and also achieved the objective of this study.

Thank you.

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ABSTRACT

Employee retention is the situation when the employees are stay longer for a long time of period in the organization. Organization has to compete to get or retain the most knowledgeable and skilled employees. At the same time if organization can't aware have their employee's needs and wants turnover will occur. This study explored the relationship between organizational supports and employees' retention at Takaful Ikhlas Sdn Bhd. There are four dimensions under the organizational supports which are compensation and benefits, training and development, work environment and supervision. A total of 110 respondents were selected through convenience sampling. The level rate of employee's retention in an organization is moderate which the mean is 2.93. Meanwhile, only three dimensions that have a significant relationship with employee's retention. From the result, we can conclude that the compensation and benefits, work environment and supervision are the important factors that make the employees stay in the organization. These findings suggest the organization to improve the strategies in retaining the employees in the company that focuses on compensation and benefits that the company offers to their employees, work environment that the organization need to provide to them and also supervision that give the direct effect to perform their task effectively.