



**STUDY ON FACTORS THAT AFFECT EMPLOYEE
RETENTIONS AND TURNOVERS IN VISTA POINT
TECHNOLOGIES (MALAYSIA) SDN. BHD.**

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November 2009

DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION (HUMAN RESOURCE)

FACULTY OF BUSINESS MANAGEMENT

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“DECLARATION OF ORIGINAL WORK”

I, MOHAMAD SOLEHUDDIN SHAH B. ISMAIL, (I/C NUMBER: 850122-10-5451)

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

6 APRIL 2009

**The Head of Program
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Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER (HRM 662)

Attached is the project paper titled '**STUDY ON FACTORS THAT AFFECT EMPLOYEE RETENTIONS AND TURNOVERS IN VISTA POINT TECHNOLOGIES (MALAYSIA) SDN. BHD.**' to fulfill the requirement as needed by the Faculty of Business Management, University of Technology MARA.

Thank you,

Yours sincerely,

MOHAMAD SOLEHUDDIN SHAH BIN ISMAIL
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Bachelor of Business Administration (Human Resource)

ABSTRACT

This research is conducted to study the effectiveness factors that affecting employee retentions and turnover in Vista Point Technologies (M) Sdn. Bhd. While much research has been conducted on these three variables separately, very little has been done in terms of understanding the relationship between them. This research aims to examine the impact of all this effectiveness factors that affecting employee retention and turnover in Vista Point Technologies (M) Sdn. Bhd. The effectiveness factors including financial rewards, career perspectives and work environments refers to employee retentions and turnovers in the organizations, and how these relations influence the employees well being, behavior, and job satisfactions to the organization. In obtaining employees opinion towards this issue, researcher has distributed 50 questionnaires to the respondents and only 50 usable questionnaires were returned. Researcher used the Statistical Packages for social Sciences (SPSS) version 16 to analyze all data. The data was analyzed using Reliability test, Descriptive analysis, and Pearson's correlation analysis. The result shows that the effectiveness factors that affecting has significant relationships with employee retentions and turnovers. All of this is based on the findings through the questionnaire been distributed for this study.

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