



**RELATIONSHIP BETWEEN ORGANIZATIONAL CULTURE TOWARDS
TURNOVER INTENTION AMONG EMPLOYEES IN SERVICE UNIT OF MALASYIA
MARINE AND HEAVY ENGINEERING (MMHE) COMPANY**

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WITH HONOURS (HUMAN RESOURCE)

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MALACCA CITY CAMPUS**

JUNE 2016

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

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JUNE 2016



BACHELOR OF HUMAN RESOURCE MANAGEMENT

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“DECLARATION OF ORIGINAL WORK”

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

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Abstract

This research is about a study about the relationship between organizational culture towards the turnover intention in Malaysia Marine and heavy Engineering (MMHE). The organizational culture which including consensual culture, rational culture, developmental culture, hierarchical culture, power distance, uncertainty avoidance, collectivism and masculinity that may effect to the turnover intention among employees.

For the purpose of this study, descriptive research was deployed in order to determine the level of organizational culture and also to analyse the most influential factor that affected the employee turnover intention in Malaysian Marine and Heavy Engineering (MMHE). Convenience sampling has been used with 169 respondents as the sample size that has been returned and completed. Questionnaire has been utilized as the survey instrument to gather the data and information about the study. Other than that, data also can be obtained by using two methods that are primary and secondary data such as journal and articles.

By using the analysis generated by SPSS (a computerized statistical software) results are analysed and deduction being drawn. The results in data analysis are looked through reliability test, descriptive analysis and Pearson Correlation. Besides, ANOVA Regression model are used for the hypothesis testing.

Finally this finding is perhaps can be contribute and help the management in Malaysian Marine and Heavy Engineering to maintain their employee satisfaction and performance to avoid turnover intention.