



TURNOVER INTENTION AMONG LEBUHRAYA SHAPADU SDN. BHD. WORKERS

**A report submitted as a partial fulfillment of the
requirement for the award of the Bachelor Degree of
Business Administration
(Hons) Human Resource**

**Faculty of Business Management
Universiti Teknologi MARA
Kampus Bandaraya Melaka**

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DECLARATION



BACHELOR OF BUSINESS ADMINISTRATION
(HONS) HUMAN RESOURCE

FACULTY OF BUSINESS MANAGEMENT
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“DECLARATION OF ORIGINAL WORK”

I, Noor Suziana Bt Saharudin, (860607-43-5108)

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.

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LETTER OF SUBMISSION

Date of submission

The Head of Program
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Dear Sir,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled "Turnover Intention among Lebuhraya Shapadu Sdn. Bhd. Workers" to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA

Thank you

Yours sincerely

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ABSTRACT

Retention and productivity levels of a workforce are one of the essential ingredients for organizations to prosper in today's competitive business environment. Turnover intentions of the workforce are an important consideration for managers of organizations, employees, families, and communities alike. This study investigated a comprehensive model of turnover intentions that included four variables, (organizational commitment, work strain, work overload, and work-family conflict with the turnover intentions. The objective of this study is to identify the relationship between organizational continuance commitments, work overload, work strain and work-family conflict with turnover intentions of employees. A structured questionnaire was distributed personally and completed by 50 respondents of the employees at the Lebuhraya Shapadu Sdn Bhd. Results shows that organization continuance commitment and work strain are do not have a relationship with turnover intention, while work overload and work-family conflict were correlated with turnover intentions, it's mean it have a relationship with turnover intention. The major recommendations for this research are that managers of organization need to implementation of high performance work practices within their organization to reduce turnover intentions. In the final chapter, the conclusions are discussed in terms of its practical implications to organizations overcome the problems, employees and the need for future research.

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