



**FACTORS INFLUENCING EMPLOYEES' INTENTION TO STAY IN
PETRONAS CHEMICALS GROUP BERHAD (PCGB)**

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DECLARATION OF ORIGINAL WORK



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- o 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.
- o This project-paper is the result of my independent work and investigation, except where otherwise stated.
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Signature: Ayu

Date: 31/12/2019

LETTER OF SUBMISSION

DECEMBER 2019

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Dear Madam,

SUBMISSION OF FINAL REPORT

Enclosed herewith is a thesis entitled “**FACTORS INFLUENCING EMPLOYEES’ INTENTION TO STAY IN PETRONAS CHEMICALS GROUP BERHAD (PCGB)**”, I hope this thesis will meet the requirement and expectation from you and the faculty. Thank you very much for all guidance and supports you have generously rendered upon the completion of this thesis.

Yours sincerely

AJU

HIDAYU BINTI JAMIL

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Date: December 2019

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ABSTRACTS

Intention to stay can be defined as the employees' willingness to remain or to stay within an organization. As the issue of employees' turnover is widely become the problem for most of organizations and industries globally, there is a need for the employer to reduce it by understanding the factors that potentially influence the intention of employees to stay. By getting to know their the level of intention to remain in the company, so the employer could reduce high recruitment cost in order to replace them. Additionally, the employer could put extra efforts in retaining the employees subsequently when they knew what makes the employee leave the organization. Intention to stay among employees tend to have correlation with the organizational commitment. This study is to determine the potential factors that may influence intention to stay among employees in PETRONAS Chemicals Group Berhad (PCGB), Kuala Lumpur. The data was retrieved from 196 questionnaires targeting all employees in the company. Statistical Package for Social Science (SPSS) is used to analyze the results and it was found that intention to stay have a significant positive relationship with affective commitment and normative commitment, but no relationship with continuance commitment. Hence, the employer is recommended to focus on how to increase the employees' continuance commitment such as giving more attention to their well-being and appreciate their hard works while they are in the company.