



FACTORS THAT INFLUENCES EMPLOYEE RETENTION AT CCM
CHEMICALS SDN BHD (PASIR GUDANG WORKS)

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(MANAGEMENT OF HUMAN RESOURCES)

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KAMPUS BANDARAYA MELAKA

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DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCES)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA

“DECLARATION OF ORIGINAL WORK”

I, NURUL ATIQA H BINTI ABD RASHID , (I/C Number: 960817-01-5820)

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: *Nurul Atiqah*

Date: *8 January 2020*

LETTER OF SUBMISSION

January 2020

The Head of Program

Bachelor of Business Administration (Hons)

Human Resources Management Faculty of Business Management

Universiti Teknologi MARA (UiTM) Kampus Bandaraya Melaka

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Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper title “Factors that Influences Employee Retention at CCM Chemicals Sdn Bhd (Pasir Gudang Works)” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA (UiTM).

Thank you,

Sincerely,

Nurul Atiqah

(Nurul Atiqah binti Abd Rashid)

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ABSTRACT

Retaining an employee in the organization have been an important factor in the organization because the organization will face a huge lose when the employees tend to leave the organization as the employees are one of the assets for the company. However, the retention of employees had become the major problem the organization had to face today. The purpose of the research is to identify whether all the factors such as training and development programs, compensation plans, and work life balance factor were related in influence employee retention at CCM Chemicals Sdn Bhd (Pasir Gudang Works). The data that had been collected among 76 from 109 employees in all the department from this organization. The data collected are key in by using SPSS (Statistical Package for Social Science) to analyze all the data that had been gathered through the questionnaire. Several analyses have been done by using the SPSS such as frequency distribution, descriptive analysis, reliability analysis, correlation analysis and multiple regression analysis. Based on the data obtained, there are only two independent variables (training and development and compensation) are significance with employee retention at CCM Chemicals Sdn Bhd (Pasir Gudang Works). Meanwhile, one of independent variable is work life balance which is no significant relationship on employee retention. This indicates that the independent variable and dependent variable move in the same direction as one variable increase the other variables also.