



**FACTORS CONTRIBUTE THE TURNOVER  
INTENTION: A CASE STUDY ON SEMICONDUCTOR  
COMPANY BASED IN MELAKA**

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KAMPUS BANDARAYA MELAKA**

**JANUARY 2014**

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

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**“DECLARATION OF ORIGINAL WORK”**

I, Suatika Binti Samat, (I/C Number: 901106-01-6974)

Here by, 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

9<sup>th</sup> January 2014

The Head of Program  
Bachelor of Business Administration (Hons) Human Resource  
Faculty of Business Management  
Universiti Teknologi MARA  
75300 Melaka  
BANDARAYA BERSEJARAH

Dear Sir/Mdm,

### SUBMISSION OF PROJECT PAPER

Attached is the project paper titled “**FACTORS CONTRIBUTE THE TURNOVER INTENTION: A CASE STUDY ON SEMICONDUCTOR COMPANY BASED IN MELAKA**” to fulfill the Requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA

Thank you.

Yours sincerely

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2011233354  
Bachelor of Business Administration (Hons) Human Resource

## **ABSTRACT**

The study is about “The factor contributes the turnover intention: a case study on semiconductor company based in Melaka”. The concept of employee turnover intention has become one of the most important topics in organization. Some of the studies come up with a lot of factors that could give impact on turnover intention; however there are other factors such as organizational culture and organizational commitment, organizational person fit also could give impact towards turnover intention. The purpose of this research is to examine the influences of organizational culture, organizational commitment and person organization fit towards turnover intention in Semiconductor Company based in Melaka. The total size of the sample is 80 respondents from top level until low level employees in Semiconductor Company, by using a multiple regression; it is found that organizational culture and organizational commitment, organization person fit give an impact on turnover intention in Semiconductor Company based in Melaka.