



**THE FACTORS INFLUENCE EMPLOYEES
RETENTION AT JOHOR CORPORATION**

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DECLARATION OF ORIGINAL WORK



Bachelor of Business Administration
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DECLARATION OF ORIGINAL WORK

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Hereby, declared that,

- This work has not previously been accepted in substance for any degree, locally or overseas and it 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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Date: 26 April 2010

26 APRIL 2010

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Dear Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled "The Factors Influence Employees Retention at Johor Corporation" to fulfill the requirement as needed by the Faculty of Business Management, University Teknologi MARA.

Thank you

Yours sincerely

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TABLE OF CONTENT

CONTENT	PAGE
LETTER OF DECLARATION	i
LETTER OF SUBMISSION	ii
ACKNOWLEDGEMENT	iii
LIST OF TABLES	vi
LIST OF FIGURES	vii
CHAPTER 1: INTRODUCTION	1
1.1. Background Of Study	2
1.2. Problem Statement	6
1.3. Research Questions	7
1.4. Research Objectives	7
1.5. Significance Of Study	8
1.6. Scope Of Study	8
1.7. Definition Of Terms	9
1.8. Hypothesis	10
CHAPTER 2: LITERATURE REVIEW	11
2.1. Introduction	12
2.2. Retention (Dependent Variable)	12
2.3. Salary (Independent Variable 1)	14
2.4. Training (Independent Variable 2)	16
2.5. Supervision (Independent Variable 3)	19
2.6. Work Environment (Independent Variable 4)	21
CHAPTER 3: RESEARCH METHODOLOGY	23
3.1. Introduction	24
3.2. Research Framework	25
3.3. Research Design	26
3.4. Population	27
3.5. Data Collection Method	28
3.6. Procedure for data analysis	29

ABSTRACT

Johor Corporation is one company that focuses on Jihad Business Centre. Even though Johor Corporation has more than 250 members of company, there were still occurred turnover in Johor Corporation and their members of company. Therefore, Johor Corporation should aware of the factors of retention in order to retain and attract their employees to retain in the organization. In this research, researcher wants to identify whether there have relationship between retention and factors of retention such salary, training, supervision and work environment. Besides that, from this research, researcher identify salary is the most influence factor of employees retention. Respondent of this research are junior entry level which is work at Johor Corporation since 2004, 44 person.

In this research, researcher used decriptive to analyze demographic data. Besides that, in questionnaire, researcher used Likert Scale to know how strong the answer respondent give. From this research, there were relationship between retention and all factors of employees retention such salary, training, supervision and work environment by using correlation analysis. In regression backward analysis result, researcher got salary is the most influence factor of employees retention. Researcher also give some recommendation based on passed researcher such organization should differentiation the scale of salary between top and bottom quartile. While for training, organization should give cross-training to their employees in order to give opportunity to learn new skill knowledge. In supervision, organization should give training also to the supervisor in order to help them understand what actually their subordinates need. Organization also should create attractive environment to help their employees to work efficiency.