



**A STUDY ON FACTORS THAT INFLUENCE THE TURNOVER INTENTION IN THE COMPANY  
OF OIL AND GAS INDUSTRIAL AT KUALA LUMPUR**

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## DECLARATION OF ORIGINAL WORK



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Hereby, declare that

- This work is 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 paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extract have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

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## **ACKNOWLEDGDE**

Alhamdulillah Rabbil A'lamin to the completion of this research. The researcher is truly grateful in completing the research regarding the intention of turnover. This research has truly taught the researcher himself in terms of several things that the researcher could use in the future industry. This is because this research has shown the researcher shown a really high potential in terms of solving or curbing the problem regarding the intention of turnover.

Thus, the researcher wants to share gratitude to Mr Sharipolazaman for giving the opportunity for the researcher for working in the company of oil and gas. This is because the working experience that the researcher has is truly can help the researcher to understand and view the work environment in the industry of oil and gas. This can truly help the researcher to have a better view in the condition of employee in the company of oil and gas.

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## **Abstract**

Malaysia has been considered worldwide as a developing country; this factor has created a magnet for the investor worldwide to come to Malaysia. Due to that situation, it's having created a lot of work opportunity to the citizen of Malaysia. This work opportunity can truly increase the level of lifestyle for the citizen of Malaysia.

With every good thing must have its bad side and the bad side for this situation is that too much work opportunity has created the turnover intention. For some people, their never consider the turnover intention as a problem to the management due the term called the recruitment.

But still, the management must acknowledge that not every recruitment will bring the same result or performance as the previous employee. This can truly create a total loss to the management if the management is still egoistic and ignore this problem.

To those who are consent regarding this problem, the sole purpose of this study is to identify the main factor that could influence or create the turnover intention. This is because the researcher has decided to make turnover intention as the dependent variable for this study. Furthermore, the researcher have divided the factor into three factor and there are

- Work satisfaction
- Work stress
- Work relation

The data that have been collect using questionnaires are been evaluated using the computer software called the SSPS 20.0. The data itself have been measure by identified the regression and the reliability of each element in each variable. This is because to ensure that the data is accurate and valid to be acknowledge.