



**FACTORS CONTRIBUTING TOWARD  
EMPLOYEE RETENTION**

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## **DECLARATION OF ORIGINAL WORK**



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**“DECLARATION OF ORIGINAL WORK”**

**I, NASTASHA AMELIA BINTI SAIDI, (I/C Number: 910909-XX-XXXX)**

**Hereby declared that:**

- **This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for these degrees 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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## **ABSTRACT**

**Company S is located at Sungai Jawi, Pulau Pinang and this study was focused on operators level. It current manpower is almost 1000 employees. This company is one of nine companies in the Lite-On Group. Company S was founded in 1989 and their core product is Silicone Rubber products for applications ranging from calculators, computers, hand phones to car audio systems. The problem that researcher want to explore is the factors contributing toward employee retention. Therefore the purpose of this study was to determine the factors that can contribute toward employee retention at Company S. The population size of this study consisted of 50 respondents with using sampling method. This research results show that there are two positive relationships which is job satisfaction and learning and working climate toward employee retention. Unfortunately, career development has negative relationship toward employee retention.**