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FACULTY OF ADMINISTRATIVE SCIENCE & POLICY STUDIES



**WORK RELATED ATTRIBUTES AND RETENTION AMONG MILLENNIALS IN
MALAYSIA**

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ABSTRACT

The purpose of this study is to identify the relationship between work related attributes and retention among millennials in Malaysia. There are three work related attributes that has been focused on this study which are advancement, work-life balance, and job security. Before this employee turnover has become a severe concern in emerging nations, including Malaysia. Due to the working environment, the manufacturing industry has a larger turnover intention than other industries. This shows that employee turnover has been one of the major problems that has been faced by each organization in Malaysia. Therefore, the quantitative method has been conducted. The data collected from the questionnaire which has been adopted by the research survey and Statistical Package for the Social Sciences (SPSS) was used to analyse the data. Pearson correlation has been used in order to test the hypothesis and identify the relationship between the dependent and independent variables. While multiple linear regression has been conducted in order to see which work-related attributes are more influenced with retention. The analysis reveals that all independent variables influence retention (advancement: $r = 0.664$, $p = 0.000$; work-life balance: $r = 0.798$, $p = 0.000$; job security: $r = 0.587$, $p = 0.000$). A detailed discussion of the study is extended in this article.

Keywords: Retention, Advancement, Work-life Balance, Job security

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