



FACTORS AFFECTING EMPLOYEE RETENTION

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ABSTRACT

Human Resources (HR) department is very vital in any organization. Even the development of technology is quite emerging, the HR people still need to face the challenges as they must keep managing and to be retain skilled employees play an important role for any organization as employee knowledge and skills are essential to companies' ability to be economically competitive. The study has completed on the several factors that may be important to the employees' retention. The objective of the study is to investigate the factors that will affect the employee's retention in a company. This research focused on the factors of job satisfaction which comprises compensation, work environment and work-life balance. Meanwhile, the dependent variable is employee's retention. This study is conducted by distributing a structural questionnaires to 100 respondents from private sector in the district of Tangkak. The researcher use statistic such as descriptive and correlation test like Pearson's Correlation and others to determine the significant relationship between dependent and independent variables. From the finding, work life balance shows as the main factor affecting the employee retention in the district of Tangkak. In the recommendations, the future researcher should expend the study in a professional way and for those employers, they should create a positive relationship with their employees at all level of position.

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CHAPTER ONE: INTRODUCTION

1.1 INTRODUCTION

Initially in the first chapter, the researcher discuss the background of study, problem statement, research objective, research questions, research significance, research scope, research limitation and summary of the study including the definition terms used in this study. On top of that, this chapter will focus about the introduction towards factors that will affect the employees' retention among people in specific area which is the district of Tangkak

The background of the study will discuss about the definition and the aim of the study. Problem statement also will be discussed about the causes and affect related to the retention issue. Besides, with the recorded information from the questionnaires, we will find the factors that will affect the employees' retention. In addition, from this research, more elaboration and discussion about two research questions to find out the best result from this study. This research also has two research objectives which to gives clear understanding about the research.

The significance study in this research will explain clearly about how important this research must be conducted. While the scope of