



**THE IMPACT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON  
EMPLOYEE RETENTION IN LAM SOON EDIBLE OILS SDN BHD**

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## ABSTRACT

The purpose of this study is to examine the impact of human resources management practices on employee retention. This study had identified how several human resources management practices will impact employee retention in Malayan Flour Mills(MFM) Berhad company which located at Pasir Gudang, Johor. The human resources practices were the independent variables for this research which is career development, training and development, performance appraisal and reward and compensation. The dependent variable selected for this study is employee retention. The sampling technique that was used in this study is convenient sampling. The researcher has distributed the questionnaires conveniently to all the respondents at the company. The data that had been obtained was then analyzed by using Statistical Package for the Social Science (SPSS) software. Then, the analysis that has been evaluated such as frequency analysis, reliability analysis, descriptive analysis, pearson's correlation analysis and multiple regression analysis. Based on findings of the study, it was revealed that all independent variable (career development, training and development, performance appraisal and rewards and compensation) were found to have significant relationship with dependent variable which is employee retention. However, based on the result of multiple regression analysis, there are other independent variable that can influence employee retention which is not included in this study.

**Keywords** : *Employee Retention, Career Development, Training and Development, Performance Appraisal, Rewards and Compensation*

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