



**A STUDY ON FACTORS THAT DETERMINE EMPLOYEE RETENTION AT FOSROC  
SDN BHD**

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## **ABSTRACT**

The purpose of this study is to identify the determinants of employee retention in Fosroc Sdn Bhd. The determinants that are chosen as independent variables are training and development, compensation and benefits and working environment. This research is focused on the permanent employees who worked at Fosroc Sdn Bhd, Shah Alam, Selangor. This study is conducted within the time frame of February 2017 to May 2017. The objective that should be achieved after completing this research are, to investigate the relationship between training and development and employee retention, to investigate the relationship between compensation and benefits and employee retention and to investigate the relationship between working environment and employee retention. Sampling size for this research is 52 of total permanent employees consist from top management to below level workers. All respondents are from different departments and positions were included in sampling frame. This study used the probability sampling as sampling technique where employees had an opportunity of being chosen as a respondent. The researchers decided to use primary data which is questionnaires as a method in order to collect data. The questionnaire consists of structured question which nominal scale and Likert-scale. Based on the result of this study, it is shown that compensation and benefits has the highest relationship with employee retention. The result of this study recommends that organization should focus on compensation and benefits in order to increase the employee retention in the organization.

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