



**RELATIONSHIP BETWEEN WORK RELATED FACTORS AND EMPLOYEE
TURNOVER INTENTION**

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ABSTRACT

The purpose of this study conducted is to examine the work-related factors that impact employee turnover intention. The population of this study consists of 130 employees from three developers and construction companies located at Melaka Tengah Which are Sri Pengkalan Binaan Sdn. Bhd, GJH Group Sdn. Bhd, and Teladan Setia Sdn. Bhd. Total number of questionnaire distributed is one hundred and fifty (150), to obtain relevant information needed for this study. The sample was obtained by using the convenience sampling technique in which gathering of information from the employees of chosen companies. The variables from work related factors that are chosen as independent variables are organizational commitment, job performance and job satisfaction. This study is conducted within the time frame of four months started from February 2017 to June 2017. Based on the result from this study, it shown that only job satisfaction that have significant relationship with turnover intention while organization commitment and job performance has no significant relationship with turnover intention. The result of this study recommends that organization should develop factors that can increase job satisfaction among their employees such as give recognition to employees that has perform job well and give monetary value bonus to employees once in a while. Besides for future research, researcher suggests that other work related variables can be add in this study to increase the R-square of this study.

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