



RETENTION AMONG EMPLOYEES AT MELAKA INTERNATIONAL
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ABSTRACT

This research aims to examine the relationship between the factors which will affect retention among employees in MiCoST. The factors include compensation, work environment and supervisor support. Throughout this research, the researcher also aims to find out the most influence factor over employee retention in MiCoST. Each of these factors will be tested to determine the relationships between employee retention. The results of the relationship were obtained by the questionnaire answered by the respondent. All the questionnaires were adopted from the previous research. The questionnaires were distributed to staff who are currently working in MiCoST and 92 respondents were participated in the survey conducted.

The demographic information about the respondents has been analysed and converted into frequency analysis. There were three hypothesis and tested using the Descriptive Analysis, Person's Correlation and also Multiple Regression. All the data obtained were generated by the IBM SPSS. The researcher found that compensation and supervisor support have a significantly relationship with the employee retention. The findings of this research indicate that employee in MiCoST found that compensation is the most effective factor that influence them to retain in the organization. The results of these finding were discuss and there are some recommendation proposed for the future study.