



**FACTORS AFFECTING EMPLOYEE RETENTION
IN CARIGALI HESS OPERATING COMPANY SDN. BHD.**

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ABSTRACT

Employee are an organization's most valuable assets. Employee retention is a common issues happen in organization especially in private sector. It is not easy to retain an employee for a long period in organization. The purpose of this study is to investigate the factors that influence on employee retention retention in Carigali Hess Operating Company Sdn. Bhd. This paper focused to identify factors to employee retention closely: training and development, compensation and organizational culture. The study was involved 160 respondents who are readily available and convenient. The respond rate for this study is 60%. The data was obtained through Likert-scale questionnaires that have been distributed to executives in Carigali Hess Operating Company Sdn. Bhd. In addition, the researcher used Statistical Package for Social Science (SPSS) version 25 to get a result for findings and analysis of study. The methods used in this research paper were Descriptive Analysis, Reliability Analysis, Pearson Correlation Analysis and Multiple Regression Analysis. The result shown from this study revealed that training and development and organizational culture influenced employee retention in this organization. However, compensation does not influence the employee retention in this organization. Moreover, the findings proved that organizational culture influenced the most on employee retention.