



**FACTORS AFFECTING EMPLOYEE TURNOVER INTENTION IN SUMITOM SDH BHD,
JOHOR**

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ABSTRACT

The purpose of this study is to analyze the factors affecting employee turnover intention in Sumitomo Sdn Bhd, Johor. Turnover intention is a worker intended to leave from the company that is he or she is working in currently. The research is based on a sample size of 136 respondents who are working in Sumitomo Sdn Bhd, Johor. A proportionate stratified random sampling has been conducted to distribute a total of 136 questionnaires and all 136 have been answered and returned. Independent variables of salary, work environment, relationship between employee and employer and leadership style have been hypothesized to have significant relationships with employee turnover intention. All data findings has been assessed using SPSS Statistic 20 software. Result revealed that employee turnover intention is significant related with salary, relationship between employee and employer and leadership style. While, on the other hand, work environment has no significant relationship with employee turnover intention. The overall, these findings and recommendations can be used by the organization, Sumitomo Sdn. Bhd, Johor to improve in the future and lessen the turnover intention rate issues.

Key words: Employee turnover intention, salary, work environment, relationship

Between employee and employer, leadership style.