



**WORK RELATED FACTORS AND TURNOVER INTENTION  
AMONG NURSES AT PANTAI HOSPITAL, MELAKA**

**MUHAMMAD SYAZWAN BIN SUHAIMI  
2014665954**

**BACHELOR OF BUSINESS ADMINISTRATION  
WITH HONOURS (HUMAN RESOURCE)  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
MELAKA**

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**DECLARATION OF ORIGINAL WORK**



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WITH HONOURS (HUMAN RESOURCE)  
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UNIVERSITI TEKNOLOGI MARA**

**“DECLARATION OF ORIGINAL WORK”**

I, Muhammad Svazwan bin Suhaimi,

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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## **ABSTRACT**

Employee turnover is the normal phenomenon that every organization has to face with this issue in Pantai Hospital, Melaka. The main purpose of this study was to investigate the factors causing nurse's turnover intention at Pantai Hospital, Melaka. Through a detailed literature review, the researcher reviewed literature related to employee's turnover intention. It is a part of researcher's intention to provide a few suggestions for nursing on how interpersonal relations, salary and allowance; and career advancement would impact their turnover intention in Pantai Hospital, Melaka. The primary and secondary data would support the data and information that needed in this research paper. As for the primary data, the researcher used questionnaire as a medium to collect information from nurses in Pantai Hospital, Melaka. Beside, reliable sources have been used by the researcher as secondary data which main gained from the journals and articles. The researcher used Statistical Package for Social Science (SPSS) as a platform to analyzed data gained from the respondent. This research will provide the proof of whether all the independent variables (interpersonal relations, salary and allowance; and career advancement) have significant relationship with dependent variable (turnover intention) or not.

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