



**FACTORS INFLUENCING EMPLOYEE RETENTION OF OLDER WORKERS IN  
TELEKOM MALAYSIA MELAKA**

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**I, Mohd Sufaat Bin Bilal,**

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**Assalammualaikum wbt....**

**Bismillah-Hirrahma-Nirrahim**

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## ABSTRACT

Working is important to the individual that it contributes to the gain of income to survive with their commitment. The few studies that investigated older workers' motives to continue working have been largely descriptive in nature, providing ranked percentages of the reasons identified by older workers as being important in influencing their decision to continue to work (AARP, 2002; Feinsod et al., 2005; Groeneman, 2008; Humphrey et al., 2003; Merrill Lynch 2006). In Malaysia, start from year 2011 retirement age for the government sector servant is 58 and for the private sector servant is 55. This enforcement implemented in Malaysia that can be binding in the employment act 1955.

This paper attempts to rank the factors influencing employee retention of older workers in TM Melaka. Using 100 respondents, the researcher intends to determine the factors based on 3 independent variables which are finance, attachment to work and important of work to the individual. This study used reliability, frequency, descriptive, mean and Pearson Correlation to analyse the data in order to gain the finding. From the finding, it can concluding that most of the respondents chose finance is the most factors influencing employee retention of older workers in TM Melaka.

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