



**“THE EFFECTIVENESS OF SUPPORTIVE WORK ENVIRONMENT TOWARD
EMPLOYEE RETENTION: MILLENNIAL GENERATIONS AT PUTRA SPECIALIST
HOSPITAL, MELAKA”**

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2015180313

BACHELOR OF BUSINESS ADMINISTRATION

(HONS) HUMAN RESOURCES MANAGEMENT

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITY TEKNOLOGI MARA

MELAKA

JANUARY 2018

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RETENTION: MILLENNIAL GENERATIONS AT PUTRA SPECIALIST HOSPITAL, MELAKA**

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**Submitted in Partial Fulfillment of the Requirement for the
Bachelor of Business Administration with Honours (Human Resource)**

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITY TEKNOLOGI MARA

KAMPUS BANADARAYA MELAKA

JANUARY 2018

DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS

(HUMAN RESOURCE)

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

“DECLARATION OF ORIGINAL WORK”

I, FARAH NADIA BINTI MURAD, (I/C NUMBER : 940110065252)

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:_____

LETTER OF SUBMISSION

JANUARY 2018

The Head of Program
Bachelor of Business Administration (Hons)
Human Resources
Faculty of Business Management
Universiti Teknologi Mara
Kampus Bandaraya Melaka
Melaka

Dear Sir/ Madam

SUBMISSION OF PROJECT PAPER (BM243)

Attached is the project paper titled “ The Effectiveness of Supportive Work Environment Toward Employee Retention: Millennial Generations at Putra Specialist Hospital, Melaka to fulfill the requirements as needed by the Faculty of Business Management, Universiti Teknologi Mara.

Thank you

Regards

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Bachelor of Business Administrations (Hons) Human Resources

ABSTRACT

Employee is an asset of a human capital which gives contribution and outcome to the organization. Retention is the important to the organization because if the organization does not have the power to hold the retention strategies, they are spending too much on the cost of recruiting new employees and it would affect the financial stability of the organization. Employee retention are important for the organization in order to make sure that they are not losing crucial human capital in the organization. For that reason, knowing the whether supportive work environment that can enhance the employee retention is important for organization as to increase the employee retention. Therefore, this research was conducted to know the effectiveness of supportive work environment towards employee retention at Putra Specialist Hospital, Melaka. The objective of this research is to find out the relationship between supportive work environment which are perceived climate, supervisory relationship and perceived organizational support with employee retention. Besides that, the objective is to identify the most factors that influence employee retention. This research was using method non-probability snowball sampling. Questionnaire collected from 104 of respondents at Putra Specialist Hospital, Melaka were analyzes using SPSS. Regression result shows that two (2) factors which are perceived climate and perceived organizational support are significant and influences employee retention. However, one factor (1) which is supervisory relationship found insignificant.