



**STUDY ON THE FACTOR THAT AFFECTING
THE EMPLOYEE RETENTION
AT ANFI INDUSTRIES SDN. BHD**

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

JANUARY 2018

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**Submitted In Partial Fulfillment of The
Requirement for The
Bachelor of Business Administration with (Hons.)
Human Resource Management**

**FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
BANDARAYA MELAKA**

JANUARY 2018

DECLARATION OF ORIGINAL WORK



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“DECLARATION OF ORIGINAL WORK”**

I, Nurul Aina Binti Salleh, (I/C Number: 950419-01-6482)

Hereby, declare that:

- This work has not previously been accepted in substances 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

15 JANUARY 2018

The Head of Program
Bachelor of Business Administration (Human Resource)
Faculty of Business Management,
Universiti Teknologi MARA,
Kampus Bandaraya Melaka,
110 Off Jalan Hang Tuah,
75300 Melaka.

Dear Sir/Madam,

SUBMISSION OF PROJRCTPAPER (HRM 662)

Attached is the project paper titled “**STUDY ON THE FACTOR THAT AFFECTING THE EMPLOYEE RETENTION AT ANFI INDUSTRIES SDN. BHD**” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA

Thank You.

Yours Sincerely,

Nurul Aina Binti Salleh

2014779333

BBA (Hons) Human Resources Management

ABSTRACT

The purpose of this study is to identify the relationship between three chosen factors; supportive working environment, pay, and training and development towards employee retention among employees at Anfi Industries Sdn. Bhd. The overall population in Anfi Industries is 170. This study is used sample of 91. The instrument used is a questionnaire consisting of five sections and 35 items. The returned rate of the questionnaire is only 88. Researcher used the Statistical Packages for Social Science (SPSS) version 20. The sampling technique that has been used by the researcher is simple random sampling. The data was analyzed using Reliability Test, Descriptive Analysis, Pearson's Correlation Analysis and Multiple Regression Analysis. Result from Reliability Test showed very good strength of association of each variable. Analysis of this survey showed only two independent variables have a significant relationship with employee retention. Another one variables does not have any significant relationship with employee retention. The findings of this study also indicated that the most influence factor among the three independent variables tested that affected employee retention is supportive working environment.