



**THE RELATIONSHIP BETWEEN HR PRACTICES AND EMPLOYEE
TURNOVER INTENTION**

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**BACHELOR OF BUSINESS ADMINISTRATION
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FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

MELAKA

DECEMBER 2018



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

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DECLARATION OF ORIGINAL WORK



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“DECLARATION OF ORIGINAL WORK”**

I, Nurul Syazreen binti Khairudin, (I/C Number, 960702015126)

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 otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledge

Signature: _____

Date: _____

(NURUL SYAZREEN BINTI KHAIRUDIN)

LETTER OF TRANSMITTAL

December 2018

The Head of Program,

Bachelor of Business Administration (Hons) in Human Resources,

Faculty of Business Management,

Universiti Teknologi MARA Kampus Bandaraya Melaka,

75300 Melaka

Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper title “THE RELATIONSHIP BETWEEN HR PRACTICES AND EMPLOYEE TURNOVER INTENTION” to fulfil the requirement as needed by the Faculty of Business Management University Teknologi Mara

Thank you,

Yours sincerely,

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NURUL SYAZREEN BINTI KHAIRUDIN

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ABSTRACT

Employee turnover intention is the crucial issue that the organisation should prevent. Employee turnover could affect the growth of organisation as organisation loss the talented and good employee. When the good employees and talented employees leave the organisation, this could higher the cost of the organisation by recruit new employee and trains them. However HR practices is considered by the employee to turnover. Therefore, in this research, the researcher aims to determine the relationship between human resources practices which are participation, performance appraisal and job security, and employee turnover intention. This study using quantitative research which researcher distributing the questionnaires to the employees in the organisation to collect the data. The sampling design was convenience sampling. The data was collected and analysed by using Statistical Package for the Social Sciences (SPSS) software. SPSS software is used to collate the data and give the statistical result. Based on the data collected, the researcher has found out that the HR practices have significantly related to the employee turnover intention in the GD Express Sdn. Bhd. main office. HR practices which include participation, performance appraisal and job security were negatively correlated with the employee turnover intention. This means that when HR practices were satisfying the employees, the employee will not have the intention to turnover.