



**FACTOR THAT INFLUENCES EXPATRIATE EMPLOYEES TO  
ATTRITION PROBLEMS AT  
SCOPE INTERNATIONAL (M) SDN.BHD.**

**MOHAMMAD RIZMAN BIN NIGER MAHIDIN**

**2007129677**

**BACHELOR OF BUSINESS ADMINISTRATION  
(HONS) INTERNATIONAL BUSINESS  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
KAMPUS BANDARAYA MELAKA**

**APRIL 2010**

## DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION  
(HONS) INTERNATIONAL BUSINESS  
FACULTY BUSINESS ADMINISTRATION  
UNIVERSITI TEKNOLOGI MARA  
KAMPUS BANDARAYA MELAKA

### “DECLARATION OF ORIGINAL WORK”

I, Mohammad Rizman Bin Niger Mahidin (I/C No: 861006-33-5747)

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

April, 2010

Coordinator Program  
Bachelor of Business Administration (Hons) International Business  
Faculty of Business Management  
Universiti Teknologi MARA  
No. 110, Off Jalan Hang Tuah,  
75200 Melaka

Dear Madam,

### **SUBMISSION OF PROJECT PAPER**

Attached is the project paper titled “**FACTOR INFLUENCE EXPATRIATE EMPLOYEES TO ATTRITON PROBLEMS AT SCOPE INTERNATIONAL (M) SDN BHD**” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank You

Yours sincerely,

MOHAMMAD RIZMAN BIN NIGER MAHIDIN  
2007129677  
Bachelor of Business Administration (Hons)  
International Business

## **ABSTRACT**

This study is focus on the factor that influences expatriate employees to attrition problems at Scope international (M) Sdn Bhd. The main objective of this project paper is identifying the main factor that contributes to attrition problems at Scope international (M) Sdn Bhd. The research is focusing on expatriate employees at Scope international (M) Sdn Bhd, in four departments. The theoretical framework of this study consists of dependent variable and independent variables. The dependent variable is attrition problems while the independent variables are compensation, working environment, and career advancement. Data collected and evidences are being processed by using Statistical Package for Social Science (SPSS) program. The analysis includes the reliability, frequency distribution, descriptive analysis, and correlation.

## TABLE OF CONTENT

<i>Contents</i>	<i>Page</i>
Preface	vi
Table of Content	v
List of Table	vii
Abstract	viii
<b>CHAPTER ONE: INTRODUCTION</b>	
1.0 Background of Company	1
1.1 Introduction and Background of the study	2
1.2 Problem Statement	4
1.3 Research Questions	5
1.4 Research Objectives	6
1.5 Hypothesis	7
1.6 Objective of Study	8
1.7 Scope of the Study	8
1.8 Limitation of Study	9
1.9 Significant of Study and Definition of Terms	11
<b>CHAPTER TWO: LITERATURE REVIEW</b>	
2.0 Introduction	14
2.1 Attrition	14
2.2 Working environment	15
2.3 Career Advancement	17
2.4 Compensation	18
<b>CHAPTER THREE: RESEARCH METHODOLOGY</b>	
3.0 Introduction	20
3.1 Theoretical Framework	21
3.1.1 Dependent Variables	22
3.1.2 Independent Variables	22
3.2 Research Design and Sampling	24
3.2.1 Target Population	24
3.2.2 Sampling Frame	25
3.2.3 Sample Size	25