

**“A STUDY ON THE FACTORS THAT INFLUENCE THE EMPLOYEE RETENTION AT
RAWANG SPECIALIST HOSPITAL SDN BHD”**

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

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

(MELAKA) KAMPUS BANDARAYA

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**BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS
(HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA**

“DECLARATION OF ORIGINAL WORK”

We, Khairunnadia Binti Khairul Azmi, (I/C Number: 941011-01-6994) and Nur Adriana Farzana Binti Mohamed Ibrahim, (I/C Number: 940205-08-5088)

Hereby, declare that:

- This work has not previously 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 our independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of our information have been specifically acknowledged.

Signature: _____

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Date: _____

LETTER OF SUBMISSION

The Head of Program

Bachelor of Business Administration (Hons) Human Resource Management

Faculty of Business Management

Universiti Teknologi Mara

(Melaka) Kampus Bandaraya

Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER (HRM....)

Attached is the project paper titled '**FACTORS THAT INFLUENCE EMPLOYEE'S RETENTION AT RAWANG SPECIALIST HOSPITAL SDN BHD**' to fulfill the requirements as needed by the faculty of Business Management, University of Technology Mara.

Thank you.

Yours sincerely,

Yours sincerely,

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ABSTRACT

Purpose of this study is to identify the factors that influence employee retention among the staff in Rawang specialist Hospital. The researcher have chosen Rawang Specialist Hospital to represent this study. Researchers have listed two variables which are training and development, compensation and organizational culture as independent variables and employee retention as dependent variable. Researchers have distributed 165 sets of questionnaire to the respondents in Rawang Specialist hospital. This study discussed the factors that influence the employee retention in rawang Specialist Hospital.

The findings and analysis were made based on Statistical Package for Social science (SPSS) version 21.0 to analyze the data. The findings of this study proves that training and development, compensation and organizational culture positively affect the employee retention to all staff in Rawang Specialist Hospital.