



**EMPLOYEE RETENTION : A STUDY IN
MALAYSIAN PALM OIL BOARD**

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MELAKA**

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DECLARATION OF ORIGINAL WORK



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“DECLARATION OF ORIGINAL WORK”**

I, Nur Farah Hanna Binti Md Shaari, (I/C Number : 940716-10-5386)

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

1st July 2016

The Head of Program
Bachelor of Business Administration (BBA)
Faculty of Business Management
Universiti Teknologi MARA
Melaka

Dear Sir,

SUBMISSION OF PROJECT PAPER

Attached is the project paper entitled **“Employee Retention : A Study in Malaysian Palm Oil Board”** to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you.

Yours Sincerely,

.....
(Nur Farah Hanna Bt Md Shaari)

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ABSTRACT

This research aims to examine the relationship between the factors which will affect employee retention among employees in Malaysian Palm Oil Board (MPOB). The factors includes compensation, training and development, supervisor support and work environment. Throughout this research, the researchers also aim to find out the most influence factors over employees retention in MPOB. Each of these factors will be tested to determine the relationship with the employee retention. The results of the relationship were obtained by the questionnaires answered by the respondent. All the questionnaires were adopted from the past research. The questionnaires were distributed to employees who are currently working in the Headquarters of Malaysian Palm Oil Board in the Department of Finance and Management only. 108 respondents were participated in the survey conducted.

The demographic informations about the respondents has been analyzed and converted into Frequency Analysis. There were three hypotheses generated and tested using the Descriptive Analysis, Pearson's Correlation and also Multiple Regression. All the data obtained were generated by the IBM SPSS. The researchers found that all the factors choosen have a significantly relationship with the employee retention. The findings of this research indicate that employees in MPOB found that training and development is the most effective factors that influence them to retain in the organization. The results of these findings were discussed and there are some recommendations proposed for the future study.