

**UNIVERSITI TEKNOLOGI MARA**

**TALENT RETENTION: A CASE STUDY AT  
MALAYSIAN PALM OIL BOARD (MPOB)**

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Dissertation submitted in partial fulfilment  
of the requirements for the degree of  
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## **AUTHOR'S DECLARATION**

I declare that the work in this dissertation was carried out in accordance with the regulations of Universiti Teknologi MARA. It is original and is the result of my own work unless otherwise indicated or acknowledged as referenced work. This thesis has not been submitted to any other academic institution or non-academic institution for any degree or qualification.

I, hereby, acknowledge that I have been supplied with the Academic Rules and Regulations for Post Graduate, Universiti Teknologi MARA, regulating the conduct of my study and research.

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## **ABSTRACT**

This study is about talent retention in the Malaysian Palm Oil Board (MPOB). The aim of this study is to investigate the factors that contribute to talent retention at MPOB. The total of respondents is 220 from a different department at MPOB. The respondent was randomly selected from various races. The data was collected by using the quantitative method. There are four instruments in this study which are talent retention section that consist of 8 questions, leadership that consist of 7 questions, compensation section consists of 7 questions and job security section which consist 6 questions. The findings of this research showed that all the independent variables that were tested are significant. There is a relationship between job security, recognition, compensation, and leadership towards talent retention at MPOB. This research provides a guideline to improve and enhance talent retention for employers as it can strengthen talent retention in Malaysia.

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