



**THE FACTORS OF INTENTION TO LEAVE  
THE ORGANIZATION AMONG THE  
EMPLOYEES AT SIRIM BERHAD**

**NOORIZMA BT KASIM**

**2009794731**

**BACHELOR OF BUSINESS ADMINISTRATION  
(HONS) HUMAN RESOURCES  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
BANDARAYA MELAKA**

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(HONS) HUMAN RESOURCE  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
BANDARAYA MELAKA**

**“DECLARATION OF ORIGINAL WORK”**

I, NOORIZMA BINTI KASIM, (870401295276)

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: .....

9 January 2012

The Head of Program  
Bachelor of Business Administration (Hons) Human Resource  
Faculty of Business Management  
Universiti Teknologi Mara  
Kampus Bandaraya Melaka  
75200 Melaka.

Dear Sir,

**SUBMISSION OF PROJECT PAPER**

Attached is the project paper titled “ The Factors of Intention to Leave the Organization Among the Employee at SIRIM Berhad” to fulfill the requirement as needed by the Faculty of Business Management, University Teknologi Mara.

Thank you

Yours sincerely

NOORIZMA BINTI KASIM  
2009794731  
Bachelor of Business Administration (Hons) Human Resource

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# **CHAPTER 1**

## **INTRODUCTION**

### **1.0 INTRODUCTION**

This section is discuss briefly about the background of the study, problem statement, the research objectives, research questions, significance of the study, limitation, scope and coverage the study and also about the definition of term that involve in this study.

### **1.1 BACKGROUND COMPANY**

In 1964, the Government of Malaysia directed the Minister of Commerce and Industry to make a study of the establishment of a national standards organization. This is in response to the urgent necessity of adopting the principles of standardization in light of Malaysia's accelerating industrial development.

As a result, the Standards Institution of Malaysia (SIM) was initially established as a Government department under the Ministry of Commerce and Industry in early 1966. In October 1966, the Standards Act No: 76, 1966 was passed in Parliament making SIM the national standards body. SIM was governed by the Standards Council. The Standards Act provides the Standards Council with independent authority for the declaration of standards and the issuance of certification mark licenses.

In 1974, the National Action Council decided that SIM be merged with the National Institute for Scientific and Industrial Research (NISIR) to form the Standards and Industrial Research Institute of Malaysia (SIRIM). As a result of this decision, SIRIM was established as a statutory body under the Ministry of Science, Technology and the Environment by the SIRIM (Incorporation) Act, 1975 which came into effect on 15 September 1975. With the merger,