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**FACTORS THAT CONTRIBUTE TO THE DECREASING OF
EMPLOYEES' TURNOVER INTENTION IN THE PANASONIC ENERGY
MALAYSIA SDN BHD, KULIM KEDAH**

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the Panasonic Energy Malaysia Sdn Bhd, Kulim Kedah

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Abstract

Turnover intention of employees is one of the critical issues especially in Manufacturing Sector. The turnover intention of employees has a negative impact on the organization if it is not been controlled. This research study was conducted at Panasonic Energy Malaysia Sdn Bhd, Kulim Kedah. However, the finding shows there is a backward trend which is downtrend in turnover rates. Thus, the research was to investigate the factors that contribute to the decreasing number of employees' turnover intention in the Panasonic Energy Malaysia Sdn Bhd, Kulim Kedah. Questionnaire were distributed and the stratified random sampling method was used to analyze the 285 sample collected. The trends of turnover intention in the Panasonic Energy Malaysia Sdn Bhd, Kulim Kedah were analyzed by the research objectives findings that tested on four factors which are job satisfaction, working environment, monetary reward and leadership style.

Keywords

Turnover intention, job satisfaction, working environment, monetary rewards and leadership style

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CHAPTER 1

INTRODUCTION

1.1 Introduction

The term of “employee turnover intention” has been well known in business industry. Turnover has become the common issues in every organization all around the world especially in the manufacturing sectors. Due to the turnover, it brings a lot of negative impacts towards the organization and it makes the organization in the disadvantages side. Employee turnover intention has received much scholarly attention because turnover intention has been found to be associated with actual voluntary turnover (Lambert, Hogan, & Barton, 2001). Turnover intention refers to the final cognitive decision making process of voluntary turnover (Steel & Ovalle, 1984 as cited in Lambert, Hogan, & Barton, 2001). To explain, it is employees’ withdrawal cognition process where they have thoughts of quitting the job, intention to search for a job, and intention to leave (Carmeli & Weisberg, 2006). Turnover intention has been used as the dependent variable in numerous studies on employee turnover (Lambert, Lynne, & Barton, 2001).