



**UNIVERSITI TEKNOLOGI MARA CAWANGAN KEDAH
FACULTY OF ADMINISTRATIVE SCIENCE AND POLICY STUDIES**

**EMPLOYEE'S JOB WITHDRAWAL INTENTION: FACTORS
THAT CONTRIBUTE TO EMPLOYEE TURNOVER AT HICOM-
HONDA MANUFACTURING INDUSTRY IN BAKAR ARANG,
KEDAH**

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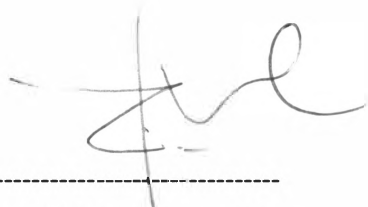
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THE ABSTRACT

Abstract

Employee turnover rate in the manufacturing industry has increased from time to time since 2009 until 2013. Moreover, the annual average turnover rate in manufacturing industry latest is 18.84%. Employee turnover is one of the problems that happened in manufacturing sector due to the several factors that affected them. There are many of the employees who are working in the manufacturing industry tend to seek another organization to gain better job opportunity. Therefore, this study aims to determine the factors that contribute to employee turnover in manufacturing industry. Those factors are job stress, perceived organizational support, and employee benefits and opportunities. This study will use quantitative method and will be conducted through disproportionate stratified random sampling technique. A sample of 179 employees at Hicom-Honda Manufacturing Sdn. Bhd. in Bakar Arang, Kedah will be selected to answer the questionnaire. At the end of the finding, perceived organizational support is the most significant factor that contributes to employee turnover in this study with the highest Beta value of 0.275 as compared with employee benefits and opportunities.