

THE RELATIONSHIP BETWEEN PUSH AND PULL THEORY AND BRAIN
DRAIN AMONG EMPLOYEES AT TABUNG BAITULMAL SARAWAK, BATU
KAWA, KUCHING

Prepared for:
MISS ANGIE EDWARD DAUNG

Prepared by:
AMANINA BINTI SAFARUDIN
BACHELOR OF OFFICE SYSTEMS MANAGEMENT (HONS.)

UNIVERSITI TEKNOLOGI MARA (UiTM)
FACULTY OF BUSINESS MANAGEMENT

JUNE 2017



**BACHELOR IN OFFICE SYSTEMS MANAGEMENT (Hons.)
FACULTY OF BUSINESS MANAGEMENT**

“DECLARATION OF ORIGINAL WORK”

I, Amanina Binti Safarudin, (I/C: 940111-13-5232)

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: _____

ABSTRACT

The purpose of this study was to identify the relationship between push and pull theory and brain drain among employees at Tabung Baitulmal Sarawak, Batu Kawa, Kuching. Therefore, it was also to determine the elements of push and pull theory toward brain drain among the employees of Tabung Baitulmal Sarawak, Batu Kawa, Kuching. The method used in this study was based on a sample size which the questionnaires are distributed to 68 respondents at Tabung Baitulmal Sarawak, Batu Kawa in Kuching, Sarawak. The data obtained or findings are mainly from questionnaires and were analyzed quantitatively using the SPSS (Statistical Package for the Social Science). In the findings, quality of life has strong positive relationship with brain drain, workplace environment has weak positive relationship with brain drain., job security has weak positive relationship with brain drain and career development has weak negative relationship with brain drain. As the recommendation for the organization, providing reasonable salary or financial incentives are a great way to help employees feel appreciated and want to stay in the organization. As for the future researcher, as for the respondent, it should focus on other organization that having more employees so that it can have a better result of correlation. Other than that, the method for collection of data can be use other method such as interview.

TABLE OF CONTENTS

	Page
AUTHOR’S DECLARATION.....	i
ABSTRACT	ii
ACKNOWLEDGEMENT.....	iii
TABLE OF CONTENTS.....	iv
LIST OF TABLES.....	vii
LIST OF FIGURES.....	viii
APPENDICES.....	ix
CHAPTER 1	
INTRODUCTION	1
Background of the Study	1
Statement of the Problem	2
Research Objectives	5
Research Questions.....	5
Significance of the Study.....	5
Limitations of the Study	6
Definition of Terms	7
CHAPTER 2	
LITERATURE REVIEW	9
Brain Drain.....	10
Push and Pull Theory.....	12
Career Development.....	14
Job Security	14
Workplace Environment.....	15

CHAPTER 1

INTRODUCTION

Background of the study

Brain drain can be explained by the migration of talent across borders. It relates to the core of Malaysia's aspiration to be a high-income nation. Human capital is the fundamental of achieving a high-income economy. Talent going forward is necessary in sustained and skill-intensive growth. In order Malaysia to stay focus in the success of its journey to be a high-income nation, it will need to attract, develop and retain talent. However, brain drain does not appear to be parallel with this objective: Talent seems to be leaving when Malaysia demands talent (Schellekens, 2011).

Highly qualified migration is basically driven by positive incentives in the receiving countries (inflow/pull factors) and negative factors in the source countries (outflow/push factors). Motivations for people leaving their home countries are various and range from personal (cultural pressures, religious and ideological discriminations, poor career prospects, constraints on freedom) and economic (low wages, unemployment), to social (low education, bad living and working conditions, social insecurity) and political (persecution, political instability and insecurity) reasons (Tavakol, 2012).

According to Wahab (2014), brain drain is the movement of highly-skilled workers from less developed countries to more developed countries due to economic,