



**DETERMINING FACTORS OF EMPLOYEE
RETENTION AND ITS IMPACT TOWARDS JOB
SATISFACTION**

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DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS (HUMAN RESOURCE MANAGEMENT) FACULTY OF BUSINESS MANAGEMENT UNIVERSITI TEKNOLOGI MARA “DECLARATION OF ORIGINAL WORK”

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Date: 14th July 2014

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**“In the name of Allah, The Most Gracious and Peace be upon His
Messenger, the Holy Prophet Muhammad SAW”**

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ABSTRACT

The main objective of this study is to assess the factors of employee retention and its impact towards job satisfaction at Hoya Electronics (M) Sdn. Bhd. Three dimensions of retention factors examined in this study are workplace environment, career opportunity, and pay and rewards. A survey was conducted among employees in manufacturing company in Hoya Electronics (M) Sdn. Bhd. A total of 109 questionnaires were returned but only 100 were used for data analysis, because of some concrete reason which further explained in chapter 4. The researcher used the Statistical Package for Social Science (SPSS) Version 20.0 to conduct data analysis after all questionnaires had been collected from the respondents. The software was used to interpret the data of frequency analysis, descriptive statistics, reliability and T- test. Based on the statistical tests conducted, the findings reported that all the three factors had a positive impact on respondents' intention to stay. Finally, recommendations and conclusion were also highlighted.