



**THE RELATIONSHIP BETWEEN HYGIENE FACTORS AND
EMPLOYEE RETENTION IN OIL AND GAS INDUSTRY**

AINUN MARDIYYAH BINTI ABDUL GHAFAR

2014716467

**BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS
(HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA (MELAKA)
KAMPUS BANDARAYA**

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ABSTRACT

Retention of employees is one of accomplishment to the organization especially in building competitive advantage toward other organization. However, there are many researchers have been discussed regarding the factors of employee retention but there is still remain the main issue for many organization. Because of that, the objective of the research is to study the relationship between pay and benefit, supervision, working condition, and job security contributing to employee retention in Oil and Gas Industry. This research will be conducted in the Japanese company in Oil and Gas Industry, Pasirgudang and there are 140 employees as a sample. The questionnaire were prepared and distributed to the target respondent and since there are many department in the organization, the questionnaire will distribute for employee who work in different department because every person in organization has own opinion and suggestion regarding the factors of employee retention. After the questionnaire been collected from the respondent, the statistical Package for the Social Science (SPSS) software is used to analyze data and generate the result of the research. The data will analyze the demographic variable such as gender, age, department, position, year of working and income and also there is others section to know if there is relationship between independent variable and dependent variable.