



**FACTORS AFFECTING RETENTION INTENTION OF EMPLOYEES AT
ASIAFLEX PRODUCTS**

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ABSTRACT

Employee retention is a crucial thing that needs to be taken into deep consideration by every organization as employees is a valuable resource that could be a competitive advantage for the organization. The aim of this research is to investigate the relationship between compensation, training program and work-life balance with employee retention intention. To address the aim, 108 employees of Asiaflex Products had been chosen as the sample for this study where they had been asked to answer a set of questionnaire which consist of demographic section and four established sections which are employee retention intention, compensation, training program and work-life balance. In order to investigate the relationship between compensation, training program and work-life balance with employee retention intention, SPSS Version 22 had been used and Pearson Correlation analysis had been carried out. This study had found out that compensation has a very strong relationship with employee retention intention with r value=.866. This is followed by the next variable which had a strong relationship with employee retention intention which is training program with r value=.589. Lastly for work-life balance, this study had found out that it only had modest relationship with employee retention intention with r value=.200.

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