



**PERCEIVED FACTORS OF TURNOVER INTENTION AMONG SRI
TERNAK FOODMART SELAYANG EMPLOYEES**

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ABSTRACT

Turnover intention is a crucial things for an organization. It might affect the organization's overall performance mainly due to lack of employee or employee support. Turnover intention in Malaysia is were increasing from year to year. This shows that there might be reasons for the employees to quit from their current job. This research is designed to study the perceived factors of turnover intention among Sri Ternak Foodmart Selayang employees. This research consists of two factors which are employee organizational commitment and perceived stress scale. The objectives of this research are to examine the significant relationship between employee organizational commitment and job stress, and turnover intention, and to examine the most influent factor between employee organizational commitment and job stress towards turnover intention. In order to achieve all these two objectives, the quantitative study methods were used and the data was gathered by distributing structured questionnaire to all of the employees in management department at Sri Ternak Foodmart Selayang. The questionnaire was measured by using Likert Scale. Descriptive Analysis was used to summarize all data in order to determine the respondents answer. Besides, Pearson Correlation Analysis was used to determine whether there is a relationship between dependent variable and independent variables. In addition, Multiple Regression Analysis was also used to examine the relationship between employee organizational commitment, job stress and turnover intention of the employees. This study was concluded with conclusion, recommendations based on the findings of this study and future research.

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