



**A SURVEY ON FACTORS OF EMPLOYEE TURNOVER  
IN KARIMOKU (M) SDN BHD**

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## ABSTRACT

This research is conducted to determine the factors of employee turnover on manufacturing industry middle and lower level of employees of Karimoku (M) Sdn Bhd. 113 was selected as respondents. Sample selection was based on simple random sampling method. Data was evaluated by using Statistical Package for the Social Science (SPSS) version 20.0. The reliability of each variables was tested with role responsibility ( $\alpha = 0.883$ ), job stress( $\alpha = 0.848$ ), job satisfaction( $\alpha = 0.847$ ) and employee turnover( $\alpha = 0.817$ ). Relationship of independent variables and dependent variables was tested by using Pearson's Correlation Analysis. Only one independent variable positive correlated with dependent variable, which is job stress ( $p = 0.000$  ,  $r = 0.204$ ). For two independent variables are not correlated with dependent variables. Role responsibility ( $p = 0.117$  ,  $r = 0.204$ ) and job satisfaction ( $p = 0.922$  ,  $r = 0.204$ ). This research is happen to help organization managed to identify other factors that effect on employee turnover. Job stress can make employees low morale, exhausted from work, emotional effect and relationship problem. With this study, employers can prevent and make a step to reduce the stress and make the employees feels better in the job and low the rate of turnover.

***KEYWORDS : Employee turnover, Role Responsibility, Job Stress, Job Satisfaction.***

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