



**WORK RELATED FACTORS AND TURNOVER INTENTION
AMONG NURSES AT PANTAI HOSPITAL, MELAKA**

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ABSTRACT

Employee turnover is the normal phenomenon that every organization has to face with this issue in Pantai Hospital, Melaka. The main purpose of this study was to investigate the factors causing nurse's turnover intention at Pantai Hospital, Melaka. Through a detailed literature review, the researcher reviewed literature related to employee's turnover intention. It is a part of researcher's intention to provide a few suggestions for nursing on how interpersonal relations, salary and allowance; and career advancement would impact their turnover intention in Pantai Hospital, Melaka. The primary and secondary data would support the data and information that needed in this research paper. As for the primary data, the researcher used questionnaire as a medium to collect information from nurses in Pantai Hospital, Melaka. Beside, reliable sources have been used by the researcher as secondary data which main gained from the journals and articles. The researcher used Statistical Package for Social Science (SPSS) as a platform to analyzed data gained from the respondent. This research will provide the proof of whether all the independent variables (interpersonal relations, salary and allowance; and career advancement) have significant relationship with dependent variable (turnover intention) or not.

TABLE OF CONTENTS

	Page
TITLE PAGE	i
DECLARATION OF ORIGINAL WORK	ii
LETTER OF TRANSMITTAL	iii
ACKNOWLEDGEMENT	iv
TABLE OF CONTENTS	v
LIST OF FIGURES	viii
LIST OF TABLES	viii
ABSTRACT	ix
CHAPTER 1 INTRODUCTION	
1.1 Background of Study	1
1.2 Problem Statement	4
1.3 Research Questions	4
1.4 Research Objectives	4
1.5 Contribution of Study	5
1.6 Conclusion	5
CHAPTER 2 LITERATURE REVIEW	
2.1 Introduction	6
2.2 Employee's Turnover Intention	6
2.3 Interpersonal Relations	8
2.4 Salary and Allowance	9
2.5 Career Advancement	10
2.6 Interpersonal Relationd, Salary and Allowance, Career Advancement, and Employee's Turnover Intentions	11
2.7 Hypotheses	12
2.7.1 Interpersonal Relations	12
2.7.2 Salary and Allowance	13

	2.7.3	Career Advancement	13
	2.8	Conceptual Framework	14
	2.9	Conclusion	15
CHAPTER	3	METHODOLOGY	
	3.1	Introduction	16
	3.2	Research Design	16
	3.2.1	Extent of Interference	17
	3.2.2	Study Setting	17
	3.2.3	Research Strategies	17
	3.3	Target Population	18
	3.4	Sampling Design	18
	3.4.1	Sample Size	18
	3.4.2	Sampling Frame	19
	3.4.3	Sampling Technique	19
	3.5	Measurement and Organization of the Questionnaire	19
	3.6	Data Collection Procedure and Statistical Technique	20
	3.7	Conclusion	21
CHAPTER	4	FINDINGS AND DATA INTERPRETATION	
	4.1	Introduction	22
	4.2	Reliability Analysis	22
	4.3	Descriptive Analysis	23
	4.3.1	Section A: Demography and Personal Information	24
	4.3.1.1	Gender	24
	4.3.1.2	Age	24
	4.3.1.3	Marital Status	25
	4.3.1.4	Academic Qualification	26
	4.3.1.5	Salary	27
	4.3.1.6	Length of Service	27