



THE RELATIONSHIP BETWEEN JOB STRESS, JOB SATISFACTION,
ORGANIZATION COMMITMENT AND TURNOVER INTENTION

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ABSTRACT

Organization invest a lot of investment on their employees in way of recruitment, induction, their training and development, maintaining and retaining them within their organization. Therefore, this research paper seeks research is to determine factor that influence turnover intention among employee in organization at Melaka The main objective of this research was to highlight the factors influence turnover intention among employee at undisclosed organization in Melaka. This study focuses on several factors that influence turnover intention were analysed such as the determinants of job stress, job satisfaction and organization commitment.

Self- administered questionnaire as a tool for collecting data and the research is quantitative study. Data were collected in 100% percent from the 134 respondents, who came from the total population of 134. Statistical Package for the Social Science (SPSS) Version 20 Software was using in this research for data collected. Reliability test, frequency distribution, descriptive analysis, Pearson correlation analysis and multiple regression, were converged using SPSS. The results indicate that job stress has positive significant contribute on turnover intention. Also, job satisfaction and organization commitment has influence on turnover intention.

KEYWORDS: Turnover Intention, Job Stress, Job Satisfaction and Organization Commitment

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