



**THE FACTORS OF INFLUENCING EMPLOYEE TURNOVER
IN DESARU TUNAMAYA BEACH & SPA RESORT**

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JULY 2019

ACKNOWLEDGEMENT

Firstly, I wish to thank God that has given me the opportunity to embark on my research study and for completing this long and challenging journey successfully. Nevertheless, it would not have been possible without the kind support and help of many individuals. I would like to extend my sincere thanks to all of them.

I would also like to express my gratitude towards my supervisor, Madam Afzan Nor binti Talib, as I would be lost without her guidance and constant supervision. She has been providing me with necessary information regarding the direction and any possible errors could have come out of the project. It is not to forget taht due to her support, completing this project is possible.

Not to forget, to my family members, friends and educators for their kind cooperation and encouragement. Their support either directly or indirectly with the best of their abilities have help me in completing this project with a possible success.

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ABSTRACT

This research project seeks to determine the factors that influence employee turnover in hotel industry. There are previous research study found that the hotel industry record high employee turnover. The propose of this research was to examine the relationship between employee turnover and compensation, work engagement, job satisfaction, employee motivation and work environment. A simple random sampling was distribute to 81 employees in Desaru Tunamaya Beach & Spa Resort (DTBSR) by online survey. In the final model, the five predictors accounted for approximately 32.5% of the variance in employee turnover and the result was statistically significant. The result from multiple regression found that all independent variables have a significant relationship towards employee turnover except work engagement. Work engagement was not a significant predictor of employee turnover in DTBSR. Management and employer need to take action in order to reduce employee turnover in the company which will affect their operation. Some recommendations can be used for future researcher are increase population, add more independent variables and items in demographic profile to create more valid and realistic of study.