



FACTORS THAT AFFECT EMPLOYEE RETENTION AMONG STAFF
AT HANDAL INDAH SDN. BHD.

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ABSTRACT

Intense competition in the business environment forces firms to look for the best approach to attract and create loyal employees in order to achieve organization goals. . The aims of this study is concerning on the factors that affect employee retention among staff at Handal Indah Sdn. Bhd.. A framework model that links training and development, compensation, working environment and organizational culture on employee retention is proposed. Sampling method used in this study is questionnaire as the instrument for the collection of data. The data is collected out of the possible 150 respondents which were derived from the total population of 250 elements. Qualitative research approaches were applied to gather data, descriptive analysis, reliability analysis, Pearson's correlation coefficient and multiple regression analysis were employed for processing and analyzing the data. The data collect is then evaluated by using Statistical Package for the Social Science (SPSS) Version 20 Software. The results indicated that the factors which includes compensation, working environment and organizational culture has significant impact on employee retention among staff at Handal Indah Sdn. Bhd. While for training and development has no significant impact on employee retention among staff at Handal Indah Sdn. Bhd.

KEYWORDS: Employee Retention, Training and Development, Compensation, Working Environment, Organizational Culture.

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