



**“FACTORS INFLUENCING EMPLOYEE TURNOVER INTENTION:
TO LEAVE OR TO STAY?”**

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ABSTRACT

This quantitative research is aimed towards proving the correlation between factors such as organizational commitment, job stress, job satisfaction, pay level and rewards, and job characteristic with turnover intention among Nestlé Products (M) Sdn Bhd. In addition, this study also aimed towards identifying the most significant factor influencing turnover intention among Nestlé Products (M) Sdn Bhd employees. Data has been collected from employees of Nestlé Products (M) Sdn Bhd which is based at Mutiara Damansara, Petaling Jaya. 200 respondents were selected through convenient sampling. Questionnaires was used as the instrument to collect responses. The questionnaires were distributed to the employees either through paper or electronic form. About 150 questionnaires out of 200 were returned by the employees.

All the data that has been collected was analysed by using Statistical Program for Social Science (SPSS). From the findings, result has proven that there were significant correlation between job stress, job satisfaction, and pay level and rewards with turnover intention among Nestlé Products (M) Sdn Bhd. Meanwhile, another two factors which are organizational commitment and job characteristic did not have any significant correlation with employee turnover intention among Nestlé Products (M) Sdn Bhd. Based on the findings through multiple regression analysis, job stress was identified as the strongest factor influencing employee turnover intention among Nestlé Products (M) Sdn Bhd.