

**UNIVERSITI TEKNOLOGI MARA**

**TURNOVERS INTENTION AMONG  
LECTURERS IN PRIVATE HIGHER  
EDUCATION: A STUDY OF KYPJ**

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## ABSTRACT

Turnover intentions are critical factor that can affect the success and sustainability of organizations in various industries. In Malaysia, PHEIs have been grappling with the issue of faculty turnover for quite some time. Kolej Yayasan Pelajaran Johor (KYPJ) is also facing the problem of an increasing turnover rate among its lecturers. Therefore, it becomes essential for the management of the institutions to find a reason behind the problem. Work-life balance, career development, pay and benefit, and job security are the tools that are being used to study the relationship with the dependent variable. This study aims to identify the factors contributing to turnover intention among lecturers in KYPJ and propose strategies to help reduce the turnover rate. The data was collected by questionnaire using the total sampling method with a total of 90 respondents who are lecturers working at KYPJ in October 2023. This research used the Multiple Regression Analysis to determine the significance of the independent variables which are work-life balance, career development, pay and benefit, and job security that used turnover intention as the dependent variable. Work-life balance and job security have a significant relationship with turnover intention. Meanwhile, career development, pay and benefits have an insignificant relationship.

**Keywords:** Turnover Intention, Work-Life Balance, Career Development, Pay and Benefit, Job Security, KYPJ, PHEIs

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# **CHAPTER 1**

## **INTRODUCTION**

### **1.1 Preamble**

This chapter provides a brief introduction to the research. Section 1.2 begins with the background of the study, followed by Section 1.3, which elaborates on the background of the industry. Section 1.4 highlights the company's background, and Section 1.5 elaborates on the problem statement. Section 1.6 discusses research objectives, while research questions are discussed in Section 1.7. The research scope and limitations are discussed in Section 1.8, while the significance of the study is discussed in Section 1.9. The chapter ends with Section 1.10, which confers the definition of terms.

### **1.2 Background of Study**

Academic staff or lecturers are crucial stakeholders in higher education institutions. The quality of lecturers will indirectly influence the quality or image of the institutions. Recently, universities or institutions, either public or private, have had a problem with high turnover among lecturers, especially in private institutions.

Kolej Yayasan Pelajaran Johor (KYPJ) is also facing the problem of an increasing turnover rate among its lecturers. Therefore, it becomes essential for the management of the institutions to find a reason behind the problem. The definition of turnover intention provided by Hom and Griffeth (1995) is a cognitive state that reflects an employee's level of planning to leave