



**RELATIONSHIP BETWEEN TALENT MANAGEMENT PRACTICES  
AND EMPLOYEE RETENTION**

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## **ABSTRACT**

Employee retention is the ability of holding the talented and valuable employees in the organization from leaving from their job for a longer period of time than the competitors. Employee retention is different from that of turnover intention. Employee retention is refer to the duration of employee to be employed in an organization while turnover intention was meant by the amount of employee wants to leave the organization Talent management practices is used to know whether their practices are influence level of employee retention in certain organization to ensure the experted and skillful employees are remain and loyal to the organization.

The purpose of this research is to determine The Relationship Talent Management Practices and Employee Retention in Human Resources Department of Petronas Organization. This research is a quantitative research which had used the self-administered electronic questionnaire as the instrument for the collection of data. The data was collected and viable at a percentage of 64% out of the possible 242 respondents which was derived from the total population of 650 employees. Sample selection was based on convenience method. The data collected was then evaluated by using Statistical Package for the Social Science (SPSS) Version 20 Software. Using SPSS, numerous tests were converged such as reliability analysis, frequency distribution, descriptive analysis, Pearson's correlation analysis and multiple regression. The results indicated that talent management practices which include career development, organization commitment, working environment and rewards are related to employee retention.