

**THE ROLE OF HR PRACTICES, SUPERVISORY SUPPORT AND WORK-LIFE
BALANCE POLICIES ON EMPLOYEE INTENTION TO STAY: A STUDY IN OIL
AND GAS COMPANY**

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UNIVERSITI UTARA MALAYSIA

2011



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Abstract

This study examines factors that influence intention to stay among employees in oil and gas company in Acheh. In this cross-sectional study, three independent variables namely HR practices, supervisory support and work-life balance policies were tested against intention to stay. 139 respondents participated in this study. The research objectives were answered using correlation and regression analysis. The results are also presented using descriptive statistics. The study shows that HR practices as a whole were positively related to employees' intention to stay. However, only career opportunities was found related with intention to stay. No relationship was found between supervisory support and intention to stay, and between work-life balance policies and intention to stay. Suggestions are made for further research on ways to encourage employee to stay with the organization.

Acknowledgements

In the name of Allah, the most gracious and most merciful, I praised to Allah for the completion of this project paper. Without the dedication and support from these people, the completion of this thesis would not have been possible.

I am deeply grateful to Dr Siti Zubaidah Othman, my supervisor, for giving me invaluable support in completing this project paper. Without her professional guidance and support, I would not be where I am today.

To my beloved parents, Anisaputra and Zainabi, my brothers, Fadheel and Rizal, thank you for your prayers, patience, and support to keep me going till the end of this journey.

I also would like to thank my wonderful postgraduate friends Novient, Asti, Dika, Audita, Gerald, Tito, Isan and Fahrouzi for providing me with many discussions, constructive comments, and suggestions during this journey.

Finally yet importantly, I would like to express my gratitude to Mr Fuad Bukhari, Vice President Director and all staffs of PT Arun NGL, for their involvement in my study. Without their sincere participation, this study will not be as successful as today.

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CHAPTER 1

INTRODUCTION

1.1 Background of study

Employee retention is the most critical issue facing corporate leaders as a result of the shortage of skilled labor, economic growth and employee turnover. According to Day (2000), if the companies failed to retain their employees, the economic results could be devastating for the organization. These employees could end up employed by the competitors or become the competition. Therefore, organization needs to pay serious attention on this matter. This is because retaining highly talented employee is crucial for future survival (Etiore, 1997; Whitener, 2001). However, getting and retaining competent and committed employees had been a huge challenge for the most organizations today (Carson, Birkenmeir & Toma, 2006).

Retention is the ability to hold onto those employees you want to keep, for longer than your competitors (Jhonson, 2000). Venishinova (2008) believed that retention is an initiative by company management to keep employees from not resigning from the companies. These initiatives include giving employees award for work effectively, guaranteed performance and harmonic work relationship between employees and management. On the other hand, Chaminade (2007) argued that retention is a voluntary move made by the organization to create an environment which engages employees for a long term. This long term engagement gives impact on the health and success of the organization.

As a conclusion, an effective employee retention effort is needed to prevent the loss of competent employees from leaving the organization, and to overcome productivity problems, lost of customers and damaging morale among remaining members of the workforce.

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