

**SALARY AND REMUNERATION IMPACT ON  
TURNOVER RATE OF AN  
TUNKU ABDUL RAHMAN COLLEGE**

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Dissertation submitted to the Center for Graduate  
Studies,  
University Utara Malaysia,  
in Fulfillment of the requirement for the degree of  
Master of Human Resource Management  
June 16, 2011

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## **Abstract**

Pengajian sastera mengenai sebab-sebab penukaran kerja semakin meningkat. Walau bagaimanapun, usaha untuk mengecam atau membezakan antara kesukarelaan dan paksaan untuk mencari kerja tidak mendapat perhatian yang sewajarnya. Kajian ini mengkaji cara-cara untuk mengurangkan peredaran atau pembalasan pekerja. Kajian ini juga menganggap bahawa ia mempunyai perbezaan yang nyata dalam usaha mengurangkan atau mengatasi masalah mencari kerja. Secara keseluruhan istilah penukaran dan pembalasan mempunyai nilai yang signifikan terhadap perniagaan terutama untuk mereka yang nak mengetahui bagaimana perniagaan berjalan. Bagi mana-mana syarikat yang cuba menafikan kewajipan kedua-dua elemen ini, ia memang merupakan satu pembohongan. Kedua-dua elemen ini memang tidak boleh dipisahkan, ia merupakan satu pengimbangan antara pekerja dan majikan. Keputusan kepuasan kerja dan keinginan bertukar kerja secara umumnya menyokong hipotesis ini. Selain itu, hasil kajian ini boleh digunakan untuk memastikan lebih banyak lagi penyelidikan dalam bidang pekerjaan dan penukaran kerja dapat dihasilkan. Penyelidikan ini telah menitikberatkan 4 idea utama iaitu rekrutmen, seleksi dan sosialisasi awal, manfaat membayar, prestasi dan kebaikan sampingan; kepimpinan dan pengawasan dan perancangan kerjaya dan pembangunan.

Kata Kunci : gaji dan pampasan, penukaran kerja

## **Abstract**

The volume of literature on the causes of employee turnover continues to grow. Despite, attempts to distinguish between the way to minimize voluntary and involuntary turnover in organizations, though recognized for quite some time, receive little attention from researchers. This study examines the ways to minimize the turnover or retaliation of employees. The study also hypothesized that there are significant differences in the ways to curb turnover. Basically the term turnover and retaliation has a significant value on the basis of how business runs. If any company denies the absence of this two occasion, that must be a lie or a fraudulent. These two really go hand-in-hand with each other as it indirectly portrays the check and balance of the ongoing in the organization, between the employees and the employer. The result of job satisfaction and turnover intention generally support the hypothesis. In addition, the result of this study could be used to warrant further more empirical based research in the area of jobs and turnover behaviour. This study had highlighted 4 main ideas, recruitment, selection and early socialization; pay, performance and supplementary benefits; leadership and supervision and career planning and development.

**Keywords:** salary and remuneration, turnover rate.

## **Acknowledgement**

I would like to thank Dr Ajay Chauhan. This is because he taught us all about research technique and method. All of this knowledge is used in this research project. Besides, I also would like to appreciate our Tunku Abdul Rahman College (Tunku Abdul Rahman College) which provide that relevant information to my research. Furthermore, there are 40 respondents answer my questionnaires also, I am very appreciating those people who give the cooperation and coordinated.

## Contents

1.0 Introduction.....	1
1.1 Background .....	1
1.2 Study of TARC.....	2
1.2.1 History.....	2
1.2.2 Problem statement.....	4
1.2.3 Research objectives.....	4
1.2.4 Mission & Vision of TARC .....	5
1.2.5 Current activity.....	6
1.2.6 Planned activity for change.....	6
1.2.7 Performance appraisal/ performance evaluation.....	8
2.0 Literature review .....	11
2.1 Turnover rate .....	11
2.2 Forecasting the demand for human resource.....	14
2.2.1 Zero-base forecasting.....	15
2.2.2 Bottom-up approach.....	16
2.2.3 Relationship between volume of sales and number of workers required .....	16
2.2.4 Trend projection approach .....	17
2.3 Forecasting the supply for human resource.....	18
2.3.1 Succession planning.....	18
2.3.2 Skill inventory.....	19
2.3.3 Replacement charts .....	19
2.4 Recruitment, selection and early socialization .....	21

2.5 Pay, performance and supplementary benefits.....	24
2.5.1 Minimum wages policy.....	27
2.5.2 Employee's social security act 1969.....	31
2.5.3 Employers must make EPF, SOCSO contributions to part-timers .....	33
2.5.4 Majority of work-related deaths occur on public roads, says Maznah .....	35
2.6 Motivation .....	37
2.6.1 Myth of motivation .....	37
2.6.2 Impact of work demotivation.....	38
2.7 Leadership and supervision.....	39
2.7.1 Leadership and supervision impact to turnover rate .....	39
2.7.2 Delivery of quality services .....	42
2.7.3 The future of Malaysia trade union.....	43
2.8 Career planning and development.....	43
2.9 Potential reasons for employees to resign.....	46
2.9.1 Cost to the companies due to high turnover.....	47
3.0 Research Methodology .....	51
3.1 Thereotical Framework .....	51
3.2 Research Method.....	52
3.3 Dependent variables and Independent variable.....	52
3.4 Measurement of variables .....	54
3.5 Research design .....	54
3.6 Sampling methodology .....	55
3.7 Questionnaire .....	56

3.8 Limitations of the study.....	56
4.0 Data Analysis .....	57
4.1 Profile of Respondents .....	57
4.2 Satisfaction of employees.....	61
4.3 Realibility .....	62
4.4 Hypothesis testing .....	63
5.0 Conlusion/Recommendations .....	69
6.0 Appendixes .....	72
Appendix A .....	72
Appendix B .....	74
Appendix C .....	75
TARC organisational structure and total number academic staff .....	75
Organisation chart/structure.....	75
Appendix D .....	78
Frequency Tables.....	78
Appendix E.....	87
Regression Results.....	87
References .....	90



## **List of Tables**

Table 1: Cronbach's Alpha.....	62
Table 2: Correlations.....	64
Table 3: Regression Coefficients.....	68

## **List of Figures**

Figure 4.1 Gender Profile.....	57
Figure 4.2 Age Profile of Respondents.....	58
Figure 4.3 Marital Status Profile of Respondents.....	58
Figure 4.4 Education Profile.....	59
Figure 4.5 Starting Salary.....	59
Figure 4.6 Present Salary.....	60
Figure 4.7 Expected Salary of Respondents.....	61

## **Chapter 1: Introduction**

### **1.1 Background**

In any organization key indicator of effective human resource management is employee turnover rate and customer satisfaction. This report will attempt to analyze reasons for people decide to quit from being employed with certain organization and joining others and will provide methods to ensure that this turnover rate is minimum or zero. Normal method of calculating Turnover rate is defined by number of people leaving the organization within a specified timeframe divided the average number of employees within that timeframe. Monthly turnover rate would be more meaningful for this purpose. Turnover is further defined into two categories which are voluntary and involuntary. Voluntary is for employees who are leaving their organization based on their own accord while involuntary refer to employees who being dismissed from the organization. Scope of this study will focus only on reducing voluntary turnover.

At TARC, there 5 school of studies. The complete structure of TARC is provided in Appendix B. There are school of arts and science, school of business studies, school of technology, school of social science and humanities, and school of pre-U studies. For each school might have different division. This is according to the subject or course that provides to our students. There are around 2,000 academic staffs that already include part-timers, lecturers, tutors, moderators and examiners.

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