

**A STUDY ON EMPLOYEES' INTENTION TO STAY IN
KEDAH STATE DEVELOPMENT CORPORATION,
KEDAH, MALAYSIA**

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**A STUDY ON EMPLOYEES' INTENTION TO STAY IN
KEDAH STATE DEVELOPMENT CORPORATION,
KEDAH, MALAYSIA**

**A Project Paper Submitted to Graduate School of Business in
Partial Fulfillment of the Requirements for the Degree of
Master of Human Resource Management
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ABSTRACT

The main objective of this study is to examine the factors to influence employees' retention intention in Kedah State Development Corporation (KSDC). The five factors that to measure employees' retention intention were compensation, work-life balance, organizational commitment, career opportunity and supervisor support. Data were gathered through questionnaire survey of employees at KSDC Company (n=92). Correlation and regression analysis were used of examine the relationship between the five factors and employees' retention intention. The results indicated that compensation, work-life balance, organizational commitment, career opportunity and supervisor support were positively correlated with employees' intention to stay in the KSDC Company. The multiple regression results suggest that compensation was the most important factor in influencing employees' retention intention. The findings were discussed and recommendations for further research were also addressed.

ABSTRAK

Objektif utama tentang kajian ini adalah untuk menguji faktor-faktor yang mempengaruhi niat pekerja-pekerja untuk mengekal di Perbadanan Kemajuan Negeri Kedah (PKNK). Terdapat lima faktor yang telah digunakan untuk menilai niat pekerja-pekerja, iaitu pampasan, keseimbangan kehidupan kerja, komitmen organisasi, peluang pekerjaan dan sokongan daripada penyelia. Data-data yang mengenai kajian ini telah dikutip melalui soal selidik oleh pekerja-pekerja Perbadanan Kemajuan Negeri Kedah (PKNK) (n=92). Analisis korelasi dan regresi telah digunakan untuk menguji hubungan antara lima faktor tersebut dan niat pekerja-pekerja untuk mengekal di Perbadanan Kemajuan Negeri Kedah (PKNK). Keputusan kajian ini yang melalui analisis korelasi telah menunjukkan terdapat hubungan korelasi yang positif antara pampasan, keseimbangan kehidupan kerja, komitmen organisasi, peluang pekerjaan dan sokongan penyelia dengan niat pekerja-pekerja untuk mengekal di Perbadanan Kemajuan Negeri Kedah (PKNK). Manakala melalui analisis regresi, keputusan telah menunjukkan bahawa pampasan merupakan faktor yang terpenting dalam mempengaruhi niat pekerja-pekerja untuk mengekal di Perbadanan Kemajuan Negeri Kedah (PKNK). Keputusan-keputusan kajian ini telah dibincangkan dan kenyataan untuk penyelidikan pada masa depan juga telah ditunjukkan.

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CHAPTER 1

INTRODUCTION

1.1 Background of Study

The organization's success and prosper cannot be realized without support and contribution from its employees. From modern human resource perspective, human capital is the most valuable assets for the organizations (Mello, 2011). Human assets are difficult to duplicate, so they become the key competitive advantage for an organization in the intensive competition. Clearly, finding and hiring the right employees are initial to the establishment of organization, but maintaining the effective workforce will be more important for the organization's development (Schuler & Jackson, 1987).

Employee is a person who has agreed to provide service for employer in exchange for money (legal dictionary, 2010). That means employees work for the employers to make contribution to the production, sales and service, at the same time employers pay employee in terms of money for their efforts contributed to the organization. Employees and employers are inter-dependent on each other. Employees work for employers to earn salary, and employers need employees to get work done, by such way to make profit for the organization.

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APPENDIX I
SAMPLE OF QUESTIONNAIRE