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

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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.
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TABLE OF CONTENT

PERMISSION TO USE IV
ABSTRACT V
ACKNOWLEDGEMENT VII
TABLE OF CONTENTS VIII
LIST OF TABLES XI
LIST OF FIGURES XII

CHAPTER 1: INTRODUCTION
1.1 Background of Study 1
1.2 Problem Statement 5
1.3 Research Question 8
1.4 Research Objectives 9
1.5 Significance of the Study 9
1.6 Scope of the Research 10
1.7 Conceptual Definition 11
1.8 Organization of the Thesis 12
1.9 Conclusion 13

CHAPTER 2: LITERATURE REVIEW
2.1 Introduction 14
2.2 Intention to Stay 14
2.3 Compensation 16
   2.3.1 Financial Rewards 18
   2.3.2 Benefit Package 18
2.4 Work Life Balance 19
2.5 Organizational Commitment 21
<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.6 Career Opportunities</td>
<td>23</td>
</tr>
<tr>
<td>2.7 Supervisor Support</td>
<td>25</td>
</tr>
<tr>
<td>2.7.1 Recognition from Supervisor</td>
<td>26</td>
</tr>
<tr>
<td>2.7.2 Feedback from Supervisor</td>
<td>27</td>
</tr>
<tr>
<td>2.8 Conclusion</td>
<td>28</td>
</tr>
<tr>
<td><strong>CHAPTER 3: RESEARCH METHODOLOGY</strong></td>
<td></td>
</tr>
<tr>
<td>3.1 Introduction</td>
<td>29</td>
</tr>
<tr>
<td>3.2 Research Framework</td>
<td>29</td>
</tr>
<tr>
<td>3.3 Research Hypothesis</td>
<td>30</td>
</tr>
<tr>
<td>3.4 Research Design</td>
<td>31</td>
</tr>
<tr>
<td>3.4.1 Descriptive Research</td>
<td>31</td>
</tr>
<tr>
<td>3.4.2 Sampling</td>
<td>31</td>
</tr>
<tr>
<td>3.4.3 Primary Data</td>
<td>32</td>
</tr>
<tr>
<td>3.5 Instrumentation</td>
<td>33</td>
</tr>
<tr>
<td>3.5.1 Retention Intention</td>
<td>34</td>
</tr>
<tr>
<td>3.5.2 Compensation</td>
<td>35</td>
</tr>
<tr>
<td>3.5.3 Work-life Balance</td>
<td>35</td>
</tr>
<tr>
<td>3.5.4 Organizational Commitment</td>
<td>36</td>
</tr>
<tr>
<td>3.5.5 Career Opportunities</td>
<td>37</td>
</tr>
<tr>
<td>3.5.6 Supervisor Support</td>
<td>37</td>
</tr>
<tr>
<td>3.6 Data Collection</td>
<td>38</td>
</tr>
<tr>
<td>3.6.1 Background of the Organization</td>
<td>38</td>
</tr>
<tr>
<td>3.6.2 Population and Sampling</td>
<td>39</td>
</tr>
<tr>
<td>3.6.3 Unit of Analysis</td>
<td>39</td>
</tr>
<tr>
<td>3.6.4 Data Collection Procedure</td>
<td>39</td>
</tr>
<tr>
<td>3.7 Data Analysis</td>
<td>40</td>
</tr>
<tr>
<td>3.7.1 Technique of Analysis</td>
<td>40</td>
</tr>
<tr>
<td>3.7.2 Correlation Analysis</td>
<td>40</td>
</tr>
<tr>
<td>3.7.3 ANOVA</td>
<td>41</td>
</tr>
</tbody>
</table>
CHAPTER 4: FINDINGS

4.1 Introduction 42
4.2 Overview of Data Collection 42
4.3 Profile of Respondents 43
4.4 Data Analysis 45
  4.4.1 Reliability Test 45
  4.4.2 Correlation Analysis 46
4.5 Analysis of Differences: T-test and ANOVA Results 47
4.6 Conclusion 50

CHAPTER 5: DISCUSSION AND CONCLUSION

5.1 Introduction 51
5.2 Discussion 51
  5.2.1 Compensation and Intention to Stay 52
  5.2.2 Work-life Balance and Intention to Stay 53
  5.2.3 Organizational Commitment and Intention to Stay 54
  5.2.4 Career Opportunity and Intention to Stay 55
  5.2.5 Supervisor Support and Intention to Stay 56
5.3 Limitation of the Study 56
5.4 Recommendation 57
5.5 Conclusion 58

Reference 59
APPENDICES

Appendix I: Sample of Questionnaire 72
Appendix II: Analysis Output 81
LIST OF TABLES

Table 4.1  Respondents’ Demographic Characteristics
Table 4.2  Reliability Coefficient of the Study Variables
Table 4.3  Correlations between Variables
Table 4.4:  T-test Result between Male and Female.
Table 4.5:  One Way ANOVA of Education Background on Retention Intention
Table 4.6:  One Way ANOVA of Age and Retention Intention
Table 4.7:  Means Difference between Age Group and Retention Intention
Table 4.8:  One Way ANOVA of Length of Service and Retention Intention
Table 4.9:  Means Difference between Working Years and Retention Intention
Table 4.10: One Way ANOVA of Position and Retention Intention
LIST OF FIGURES

Figure 3.1 Research Framework
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.
The contents of the thesis is for internal user only
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APPENDIX I

SAMPLE OF QUESTIONNAIRE