FACTORS RELATED TO INTENTION TO STAY AMONG GEN Y IN MALAYSIAN MANUFACTURING COMPANIES

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UNIVERSITI UTARA MALAYSIA

2015
FACTORS RELATED TO INTENTION TO STAY AMONG GEN Y IN MALAYSIAN MANUFACTURING COMPANIES

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Research Paper Submitted to
Othman Yeop Abdullah Graduate School of Business
Universiti Utara Malaysia
In Partial Fulfilment of the Requirement for the Master of Human Resource Management
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Abstract

This study examines the direct relationship between human resource practices such as training and development, compensation and benefits, career development and performance appraisal, perceived organizational support, leadership style such as transformational, transactional and laissez-faire and intention to stay. A total of 400 questionnaires were distributed to participants who had agreed to participate in this study. However, only 200 questionnaire were returned and usable for further analyses. Hypotheses for direct effect were tested using multiple regression analyses. Results showed that only training and development, compensation and benefits, and transformational leadership style were significantly positively associated with intention to stay. Implications of the findings, potential limitations, and directions for future research are discussed.

Keywords: Intention to stay; HR practices; Perceived organizational support; Transformational leadership style; Transactional leadership style; Laissez-faire; Gen Y
Abstrak

Kajian ini mengkaji hubungan langsung antara amalan sumber manusia seperti latihan dan pembangunan, pampasan dan faedah, pembangunan kerjaya dan penilaian prestasi; persepsi terhadap sokongan organisasi; gaya kepimpinan seperti gaya kepimpinan transformasi, gaya kepimpinan transaksi, and laissez-faire dan hasrat untuk kekal. Sebanyak 400 soal selidik telah diedarkan kepada peserta kajian yang telah bersetuju untuk terlibat dalam kajian ini. Namun begitu, hanya 200 soal selidik sahaja yang telah diterima semula dan boleh digunakan untuk analisis seterusnya. Hipotesis ke atas kesan langsung diuji menggunakan analisis regresi berganda. Dapatan kajian menunjukkan bahawa hanya latihan dan pembangunan, pembangunan kerjaya, dan gaya kepimpinan transformasi mempunyai hubungan yang positif dan signifikan dengan hasrat untuk kekal. Implikasi dapatan kajian, limitasi dan cadangan kajian pada masa hadapan turut dibincangkan.

Kata kunci: Hasrat untuk kekal; Amalan pengurusan sumber manusia; Persepsi terhadap sokongan organisasi; Gaya kepimpinan Transformasi; Gaya kepimpinan transaksi; Laissez-faire; Gen Y
Acknowledgement

Praise to the Lord that I have finished this study with success.

First, I would like to express my heartfelt gratitude to my supervisor, Dr. Siti Zubaidah Othman, who has given me with unlimited support, encouragement and guidance me to complete this research paper. Without her professional support, I may have not completed this research, and I am proud to say that you are the best supervisor.

To my loving and supporting parents, Lembang and Sema Gendang, and my closest friend, James, thank you for all your prayers, patience, support, and word of encouragement for me to keep going till the final end of this journey.

I also would like to thank my postgraduate friends for providing me with many discussions, constructive comments and suggestions in completing this research paper.

Finally, yet importantly, I would like to express my gratitude to all respondents from various manufacturing companies in Kuching, Sarawak for their involvement in this study. Without their sincere participations, this study will not be as successful as today.
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CHAPTER 1
INTRODUCTION

1.1 Background of Study

Retaining employees in the organization for as long as possible is one of the recruitment objectives. This is because turnover has a negative impact on organization especially on productivity, service and profitability. In fact, the cost of replacing and hiring new employees is high and finding skilled employees can also be difficult (Kwenin, Muathe & Nzulwa, 2013). Since employee is the most important asset to organization, finding the best strategy to retain them is very important. Therefore, organizations should know how to motivate their employees as today’s business is different from before with each generation has unique expectations, experiences, generational history, lifestyles, values, and demographics (William & Page, 2010).

With many young generation or Gen Y has become the fastest growing segment of the workforce, organization must prepare on how to manage them. According to several authors, this generation demands different kind of recognitions, appreciation and support from the organization (Hussain, Yunus, Ishak & Daud, 2013). Due to this fact, managers are required to continuously find the right strategy to integrate these newcomers into the organization so that their strengths could benefits the organization (Uba et al., 2012).
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REFERENCES


