

THE RELATIONSHIP BETWEEN PERCEPTIONS OF ORGANIZATIONAL  
POLITICS (POPs), POLITICAL SKILLS, PERCEIVED ORGANIZATIONAL  
SUPPORT (POS), AND WORK LIFE BALANCE  
WITH TURNOVER INTENTION

By

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A project paper submitted to the College of Business in  
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## ABSTRACT

The study was conducted to investigate either there is a difference between individual who have intention to leave the organization with individual who do not have the intention in terms of perceptions of organizational politics (POPs), political skills, perceived organizational support (POS), and work life balance. Sample for the study were 256 employees from after sales service division in one automotive company in Malaysia. Hypotheses were tested using t-test analysis. There is a significance difference between individual who have the intention to leave with individual who do not have the intention in terms of perceptions of organizational politics, political skills, and work life balance. There is also an increase or present that respondents been rating the likelihood that they would search for a new job from different profession within the next year.

## ABSTRAK

Kajian ini dijalankan untuk menyiasat sama ada terdapat perbezaan diantara individu yang mempunyai keinginan untuk meninggalkan organisasi dengan individu yang tidak mempunyai keinginan tersebut dari tanggapan politik organisasi, kemahiran berpolitik, tanggapan sokongan organisasi, dan keseimbangan kehidupan berkerjaya. Sampel kajian terdiri daripada 256 pekerja daripada bahagian selepas jualan dari sebuah organisasi automobil di Malaysia. Hipotesis diuji menggunakan analisis ujian T. Terdapat perbezaan yang signifikan diantara individu yang mempunyai keinginan untuk meninggalkan organisasi dengan individu yang tidak mempunyai keinginan tersebut dari tanggapan politik organisasi, kemahiran berpolitik, dan keseimbangan hidup berkerjaya. Terdapat juga peningkatan di kalangan responden yang menilai kemungkinan untuk mencari pekerjaan baru di luar bidang kerjaya selepas setahun dari sekarang.

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# CHAPTER ONE

## INTRODUCTION

### 1.1 Background of the study

In South-East Asia as well as in the region of East Asia, Malaysia is one of the fastest growing industrializing economies. Manufacturers face increasingly tight labor conditions, rising production costs, rapid advances in technology and competition for markets and funds and the growth of the industry added strain on the supply of manpower, particularly skilled technical manpower consequently led to a relatively high labor turnover among engineers and skilled and unskilled labor (Ha, 2009).

As an automotive industry indicate a consistent growth over years and with joint ventures, the technology advancement had make the industry be one of the indicator that boost Malaysia economy especially through industrial production. In Malaysia Economic Transformation Plan (ETP), it is expected by year 2020 there will be 3.3 million jobs available. The automotive industry had been seen to strengthen gradually where today it has 3 car manufacturers, 8 car assemblers, 9 motor assemblers and more than 800 component manufacturers. By 2008, the industry already employed around 321, 121 workers (Malaysia Employment Outlook 2012). This situation may benefits to the economy country in many way and the most important parts is by providing job opportunities for people (Nezakati, Kok, & Asgari, 2011). However, job opportunities also mean that turnover issues will appear along in every organization.

Generally, the automotive industry had been developing in several stages since 1963 and it had been stands as one of the way to reduce the dependency on the agricultural sector to reach the status of developed nation 2020. With being as third

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