A STUDY OF SALARY AND REMUNERATION IMPACT ON TURNOVER RATE AT ASIA METROPOLITAN UNIVERSITY (AMU)

BY

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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 way to minimize the turnover or retaliation of employees at Asia Metropolitan University (AMU), formerly known as Masterskill University College of Health Sciences (MUCH). 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 or institution 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 variables that will be analyzed are on staff salary (starting salary, present salary, and expected salary) and staff satisfaction (present job, present organization, top management, immediate supervisor, colleagues, human resource policies and work environment). The result of the 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 behavior. 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.
ABSTRAK

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CHAPTER ONE
INTRODUCTION

1.0 Introduction

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. 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 ASIA Metropolitan University (AMU), there are five (5) faculties and two (2) schools of studies. There are faculty of business and law, faculty of biomedicine and health, faculty of therapeutic sciences, faculty of pharmacy, faculty of medical sciences, school of nursing, and school of foundation studies. For each school might have different division. This is according to the subject or course that provides to our students. There are around 1,200 academic staffs that already include part-timers, lecturers, moderators and examiners.
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