

**REWARDS, JOB SATISFACTION AND INTENTION TO LEAVE:
A CASE STUDY AT SYARIKAT PRASARANA NEGARA BERHAD.**

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ABSTRACT

SYARIKAT PRASARANA NEGARA BERHAD is the most important source of public transportation and key ingredient in promoting transportation industry in Malaysia. The need for the employee to perform their job at the best level will create an efficient transportation service not only to the public but to contribute to the overall economic development of the society. Therefore, the objective of this study is to examine the relationship between rewards, job satisfaction and intention to leave at Syarikat Prasarana Negara Berhad (Prasarana). A number of analyses were conducted using SPSS version19 to analyze the data collected. The findings from the hypothesis tested indicate that there is a significant relationship between Rewards (monetary and non monetary), job satisfaction and intention to leave. Thus the study recommends that rewards mostly influence employee's intention to leave while job satisfaction are not the significant factor that lead the intention to leave. Finally, the theoretical and managerial implications are presented and the limitations of this study.

Keywords: Syarikat Prasarana Negara Berhad, Prasarana, Rewards, Intention To Leave, Job Satisfaction, SHRM.

ABSTRAK (MALAY)

SYARIKAT PRASARANA NEGARA BERHAD adalah sumber yang paling penting dalam pengangkutan awam dan kunci utama dalam pembangunan industri pengangkutan di Malaysia. Keperluan untuk pekerja untuk melaksanakan tugas mereka pada tahap yang terbaik akan mewujudkan perkhidmatan pengangkutan yang cekap bukan sahaja kepada orang awam tetapi untuk menyumbang kepada pembangunan ekonomi keseluruhan masyarakat. Oleh itu, objektif kajian ini adalah untuk mengkaji hubungan di antara ganjaran , kepuasan kerja dan niat untuk berhenti di SYARIKAT Prasarana Negara Berhad (Prasarana). Beberapa analisis telah dijalankan dengan menggunakan SPSS version19 untuk menganalisis data yang dikumpul . Penemuan daripada hipotesis yang diuji menunjukkan bahawa terdapat hubungan yang signifikan antara Ganjaran (kewangan dan bukan kewangan) , kepuasan kerja dan niat untuk berhenti . Oleh itu kajian ini mengesyorkan bahawa ganjaran kebanyakannya mempengaruhi niat pekerja untuk berhenti manakala kepuasan kerja bukan menjadi faktor penting yang membawa niat untuk berhenti . Akhir sekali, implikasi teori dan pengurusan dibentangkan dan batasan kajian ini.

Kata Kunci: Syarikat Prasarana Negara Berhad, Ganjaran, Kepuasan Kerja, Pengurusan Sumber Manusia Strategik.

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