

DETERMINANTS OF TURNOVER INTENTION AMONG EMPLOYEES: A CASE STUDY OF A MANUFACTURING COMPANY

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BACKGROUND OF STUDY & PROBLEM STATEMENT



TURNOVER RATES 2014-2018



IMPACT TO ORGANISATION



This study attempts to determine whether employee involvement, training and development, working environment, and higher management role are associated with turnover intention among employees and to recommend improvement measures to reduce turnover rate

METHODOLOGY AND FINDINGS

Problem Statement

Literature Review

Questionnaire Adaptation

Survey

Data Analysis: Pearson's Correlation R-Value

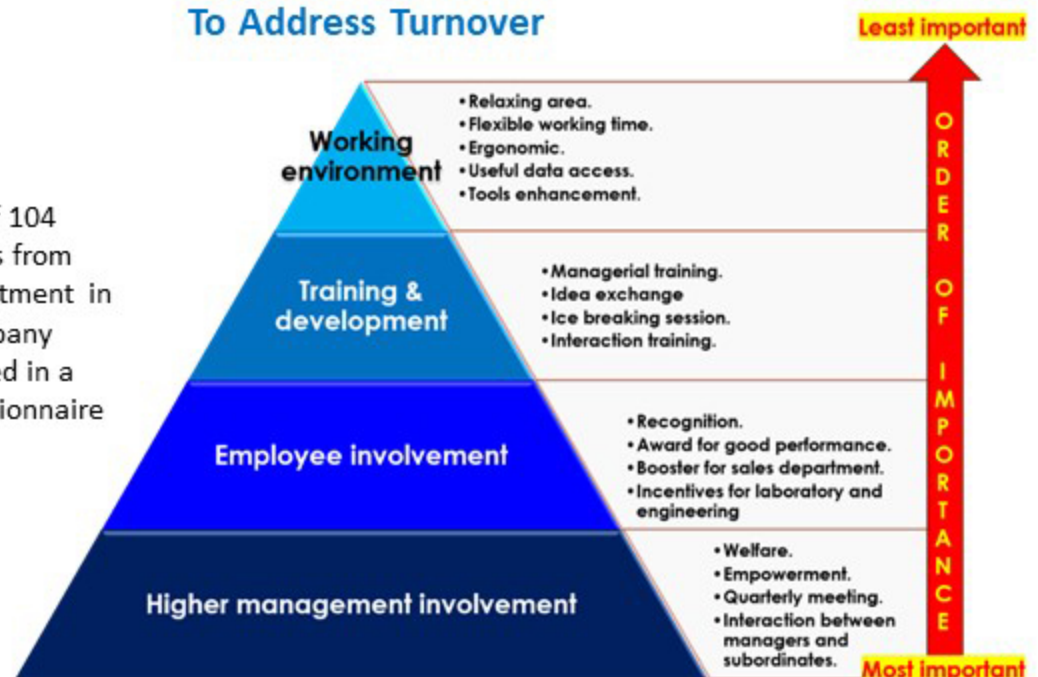
Data Interpretation & Discussion

Recommendation & Conclusion

RESEARCH FLOW

A total of 104 employees from various department in the company participated in a survey questionnaire

Recommended Intervention Measures To Address Turnover



CONCLUSION

In conclusion, highest priority is given to the role of higher management to reduce turnover intention in the case study followed by employee involvement, training and development working environment. The management of the chosen case study will be able to minimize turnover intention if the variables are prioritized accordingly to their importance.



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