



A STUDY ON THE FACTOR AND THE WAYS TO REDUCE OF EMPLOYEE VOLUNTARY TURNOVER IN KULIM HI TECH MALAYSIA

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ABSTRACT

Organizations with competitive worldwide in today's industries face challenges to retain important and talented employees. According to Aon Hewitt TCM 2015 surveys in Malaysia show that Malaysia recorded the second highest involuntary turnover rate at 6.0% and third highest voluntary turnover rate at 9.5% this in year 2015 in ASEAN.

INTRODUCTION

- This study focus on the finding the factor of employee turnover and the suggestion solution that can be used to reduce this
- Respondent are from employees that work at electronic manufacturing.

OBJECTIVE/S

1. To determine the factor of employee turnover in electronic manufacturing
2. To recommend the improvement that should be done in reducing employee turnover in Kulim Hi Tech Malaysia

METHODS

Pilot test – using SPSS

trial run to identify the potential mistake in questionnaire to improve it

Demographic Analysis – using SPSS

To find frequency and percentage and present using pie chart

Reliability Analysis – using SPSS

To find internal consistency using Cronbach's Alpha

Mean Analysis – using SPSS

To find the average of each statement

RESULTS

Based on Krejcie and Morgan, 1970 the is Population: 20 Sample size: 19
Sample multiple with 10. Total Sample: 190

Response rate : — X 100%
= 62.10%

Pilot Test

Section	Cronbach's Alpha	N of Items
Section B	.499	13
Section C	.451	8

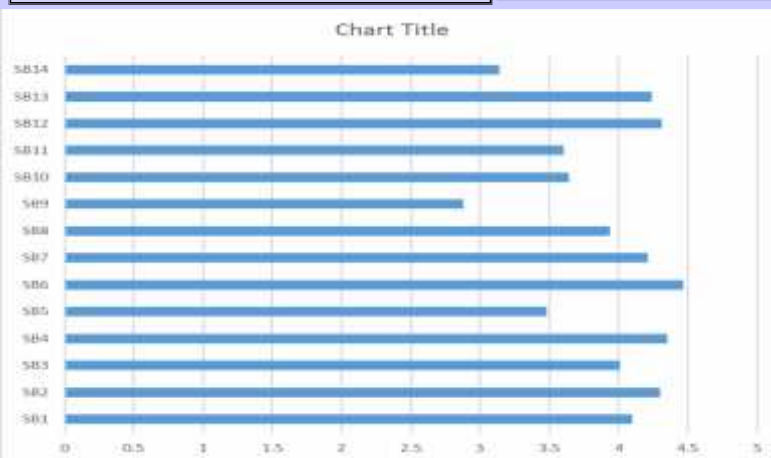
Cronbach alpha test

Section	Cronbach's Alpha	N of Items
Section B	.706	14
Section C	.756	8

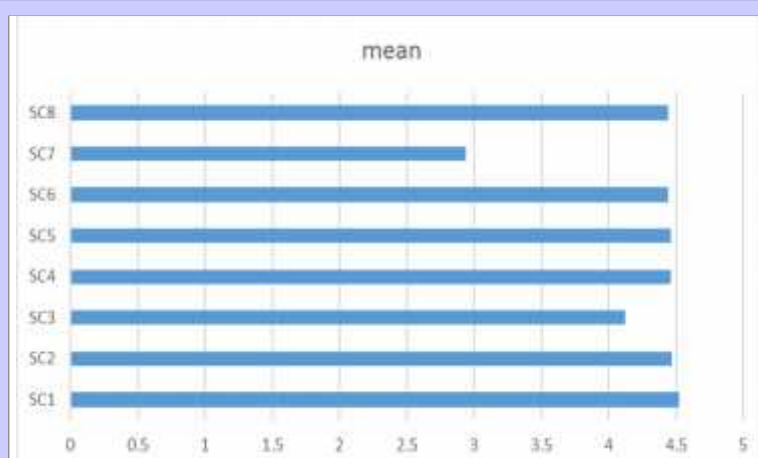
Mean analysis summary

Section	Mean	Minimum	Maximum
Section B	3.68	2.88	4.47
Section C	4.23	2.818	4.523

Age	45-54	59.32%	70
Gender	Female	66.10%	78
Marital	Married	72.03%	85
Race	Malay	63.56%	75
Education	Diploma	58.47%	69
Service	2-4y	37.29%	44
Salary	1k-2k	50.00%	59



Index of mean analysis for section B



Index of mean analysis for section C

CONCLUSIONS AND RECOMMENDATION

- ❖ The objective of this study has been meet where the result show agree with certain statement
- ❖ can secure and reduce organization loss of skill and knowledgeable of employees. This can reduce cost and maintain the productivity of organization

Recommendation:

- ❖ Manager should make maximum effort and strategies in the handling employee and motivate dissatisfied employees
- ❖ Manager of organization should implement the approach employee satisfaction at their work place which particularly identify causes and address issues of employee leave their job