

# **SALARY AND REMUNERATION IMPACT ON TURNOVER RATE OF AN TUNKU ABDUL RAHMAN COLLEGE**

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## **Abstract**

Pengajian sastera mengenai sebab-sebab penukaran kerja semakin meningkat. Walau bagaimanapun, usaha untuk mengecam atau membezakan antara kesukarelaan dan paksaan untuk mencari kerja tidak mendapat perhatian yang sewajarnya. Kajian ini mengkaji cara-cara untuk mengurangkan peredaran atau pembalasan pekerja. Kajian ini juga menganggap bahawa ia mempunyai perbezaan yang nyata dalam usaha mengurangkan atau mengatasi masalah mencari kerja. Secara keseluruhan istilah penukaran dan pembalasan mempunyai nilai yang signifikan terhadap perniagaan terutama untuk mereka yang nak mengetahui bagaimana perniagaan berjalan. Bagi mana-mana syarikat yang cuba menafikan kewajuban kedua-dua elemen ini, ia memang merupakan satu pembohongan. Kedua-dua elemen ini memang tidak boleh dipisahkan, ia merupakan satu pengimbangan antara pekerja dan majikan. Keputusan kepuasan kerja dan keinginan bertukar kerja secara umumnya menyokong hipotesis ini. Selain itu, hasil kajian ini boleh digunakan untuk memastikan lebih banyak lagi penyelidikan dalam bidang pekerjaan dan penukaran kerja dapat dihasilkan. Penyelidikan ini telah menitikberatkan 4 idea utama iaitu rekrutmen, seleksi dan sosialisasi awal, manfaat membayar, prestasi dan kebaikan sampingan; kepimpinan dan pengawasan dan perancangan kerjaya dan pembangunan.

Kata Kunci : gaji dan pampasan, penukaran kerja

## **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 ways to minimize the turnover or retaliation of employees. 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 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 result of 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 behaviour. 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.

Keywords: salary and remuneration, turnover rate.

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## **Chapter 1: Introduction**

### **1.1 Background**

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. Monthly turnover rate would be more meaningful for this purpose. 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 TARC, there 5 school of studies. The complete structure of TARC is provided in Appendix B. There are school of arts and science, school of business studies, school of technology, school of social science and humanities, and school of pre-U studies. For each school might have different division. This is according to the subject or course that provides to our students. There are around 2,000 academic staffs that already include part-timers, lecturers, tutors, moderators and examiners.

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