



# INTERNATIONAL JOURNAL OF ACADEMIC RESEARCH IN BUSINESS & SOCIAL SCIENCES



## Exploring Antecedents of Turnover Intention Among Generation Y Employees in Construction Industry

Neeta Syairul Amelia Binti Safian, Zaiton Hassan, Mark Kasa, Nur Fatimah Abdullah Bandar, Nik Norsyamimi Md Nor

To Link this Article: <http://dx.doi.org/10.6007/IJARBSS/v11-i2/8621> DOI:10.6007/IJARBSS/v11-i2/8621

**Received:** 11 December 2020, **Revised:** 04 January 2021, **Accepted:** 23 January 2021

**Published Online:** 06 February 2021

**In-Text Citation:** (Safian et al., 2021)

**To Cite this Article:** Safian, N. S. A. B., Hassan, Z., Kasa, M., Abdullah Bandar, N. F., & Nor, N. N. M. (2021). Exploring Antecedents of Turnover Intention Among Generation Y Employees in Construction Industry. *International Journal of Academic Research in Business and Social Sciences*, 11(2), 117–130.

**Copyright:** © 2021 The Author(s)

Published by Human Resource Management Academic Research Society ([www.hrmars.com](http://www.hrmars.com))

This article is published under the Creative Commons Attribution (CC BY 4.0) license. Anyone may reproduce, distribute, translate and create derivative works of this article (for both commercial and non-commercial purposes), subject to full attribution to the original publication and authors. The full terms of this license may be seen at: <http://creativecommons.org/licences/by/4.0/legalcode>

Vol. 11, No. 2, 2021, Pg. 117 - 130

<http://hrmars.com/index.php/pages/detail/IJARBSS>

JOURNAL HOMEPAGE

Full Terms & Conditions of access and use can be found at  
<http://hrmars.com/index.php/pages/detail/publication-ethics>



# INTERNATIONAL JOURNAL OF ACADEMIC RESEARCH IN BUSINESS & SOCIAL SCIENCES



## Exploring Antecedents of Turnover Intention Among Generation Y Employees in Construction Industry

Neeta Syairul Amelia Binti Safian<sup>1</sup>, Zaiton Hassan<sup>1</sup>, Mark Kasa<sup>2</sup>, Nur Fatimah Abdullah Bandar<sup>1</sup>, Nik Norsyamimi Md Nor<sup>1</sup>  
<sup>1</sup>Faculty of Cognitive Sciences and Human Development, Universiti Malaysia Sarawak, 93400 Kota Samarahan, Sarawak, Malaysia, <sup>2</sup>Faculty of Hospitality and Tourism Management, UCSI University Sarawak Campus, Lot 2864, Block 7, Muara Tebas Land District, Isthmus, Tanjong Seberang Pending Point, Sejingkat, 93450 Kuching, Sarawak, Malaysia  
Email: hzaiton@unimas.my

### Abstract

Current reports claim that the constantly switching job became a norm among the Generation Y workforce in Malaysia with the reason being dissatisfied with the organization's working system, pay and fringe benefits. This study aims to explore the antecedent leading to the Generation Y employees' turnover intention. Five (5) Generation Y informants in construction industry were interviewed. Findings showed that generation Y employees prefer to stay at the current organization at least within five years. Antecedents of turnover intention identified are dissatisfaction towards the amount of wage received, a fringe benefits, access to better career opportunity or to change their career as well as family and/or personal reason. Retention factors identified include training and development, career development and good salary. Thus, to retain and motivate generation Y employees, organizations should implement proper human resource development programs such as training and career development while paying comparable salary and benefits.

**Keywords:** Turnover Intention Antecedents, Generation Y, Malaysia.

### Introduction

Turnover intention is a current issue confronted by organizations globally. Specifically, issues of turnover intention among individuals of Generation Y is a present-day phenomenon (Sujansky & Ferri-Reed, 2009; Yusoff et al., 2013). Currently, they are three generations dominating the workplace, they are those of the older generation known as Baby Boomers, those born around the early 1960s to late 1970s known as Generation X, and the Millennials or known as Generation Y. With Generation Y as the major occupancies of the workforce, Baby Boomers start moving towards retirement and Generation X being promoted to senior positions.

Studies reported that within Asia, Generation Y employees have shorter job tenure (18 months on average) when compared to the two-generation preceding Generation Y (up to 4