



ICAR^{'21}

INTERNATIONAL CONFERENCE
OF CROSS-DISCIPLINARY
ACADEMIC RESEARCH 2021

Organizer :



Co-organizer :



Institute for Management and
Business Research (IMBRe)
Universiti Utara Malaysia



USM
UNIVERSITI SAINS MALAYSIA



UNIVERSITY
OF MALAYA



UniKL
UNIVERSITI
KUALA LUMPUR

icar2021.kuptm.edu.my

e ISBN 978-967-26577-0-5



9 78 9672 6577 05

A STUDY OF EMPLOYEE TURNOVER INTENTIONS ON THE JOB SATISFACTION AMONG EMPLOYEES

**Ehsan Azly¹*

kl2011008175@student.kuptm.edu.my

Farha Ghapar²

farha@kuptm.edu.my

**Corresponding author*

Faculty of Business, Accountancy & Social Sciences, Kolej Universiti Poly-Tech MARA Kuala Lumpur^{1,2}

ABSTRACT

Employee turnover intention restricts performance and reward, resulting in a shortage of consolidated varied capital and resources. In each corporation, the primary source of reasonable efficiency bears all the hallmarks of pressure in the workplace. Representatives need some form of motivation and pressure in the workplace to slow down the processes of overcoming strain. The rationale for this study was to examine the relationship between employee turnover intention and job satisfaction, job motivation, and job stress. Using a correlative analysis, it was urged that capacity of stress and motivation will have a significant negative impact on job fulfillment. Using a sample size of 140 employees, survey research will be conducted in management areas from the government sector in Malaysia by giving online questionnaires. As the desired result, job fulfillment is naturally expected to positively enhance and progressively reducing the employee turnover rate in an effective organization as a seamless whole.

Keywords: Job satisfaction, job stress, job motivation.