

What Are the Causes of Employee Turnover in Technology Companies of Brunei Darussalam

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Abstract

For an organization to succeed in this modern world, it is significant to retain its key employees, as they are the organization's assets. Numerous researchers have carried out these studies as they hope to understand the factors affecting employee retention and turnover. One employer in Brunei Darussalam seeks to retain its best and most innovative employees. This study focuses on the employment strategies that the particular employer employs and understands the employee's perception of the process in-depth. The researcher produced and tested the hypothesis that employment strategies will prevent turnover and enhance employee retention at an organization. The population of the study was 150 respondents from the organization. Statistical and non-statistical data methods were utilized to analyze the data. It was found that most workers concurred that correspondence and compensation are imperative and could be a huge variable to maintenance. It was found that an acknowledgment of the administration or administrators is essential.

Keywords— Employee turnover, employee retention