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Vyzul Karnine, S.M.B.B.V.K.S.^{a b}, Amzat, I.H.^a, Preece, A.S.D.^a, Kiziltas, E.^a, Khandakar, A.S.^a, Muhammad, S.S.B.^{a c}

“Turnover intention” among foreign lecturers in one of the universities in Malaysia: An investigation into the leading factors

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^a Kulliyah of Education, International Islamic University Malaysia, Kuala Lumpur, 53100, Malaysia

^b General Studies Department, Sultan Salahuddin Abdul Aziz Shah Polytechnic, Persiaran Usahawan, Seksyen U1, Shah Alam, 40150, Malaysia

^c Faculty of Major Language Studies, Islamic Science University of Malaysia, Bandar Baru Nilai, Nilai, 71800, Malaysia

Abstract

The current research aims to investigate the internal and external factors influencing faculty turnover intention, with attention to foreign lecturers, among faculty members in one of the universities in Malaysia. The intention of a person to leave their current employment can be referred to as turnover intention. Previous analyses have revealed these ideas to be an employee's desired strategy for quitting their current job and looking for another one. Job security, supervisor support, remuneration satisfaction, job autonomy, key performance indicators (KPI) achievability, and job satisfaction are the different factors that influence employees' intentions to leave their jobs. The finding indicates that structural factors including job autonomy, remuneration satisfaction, and KPI achievability contributed to the explanation of turnover intention. These variables play a more significant part in influencing foreign lecturers' decisions to quit and move to a better job opportunity. © 2023 by author(s).

Author Keywords

compensation; job satisfaction; job security; supervisor support; turnover intention

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Correspondence Address

Vyzul Karnine S.M.B.B.V.K.S.; Kulliyyah of Education, Malaysia; email: mehrajraff@gmail.com

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