

Title of Thesis	A Study On Testing Herzberg's Hygiene Factors On Workers Turnover Intention At Miri
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### **ABSTRACT**

Turnover intention becomes a major threat for organization as it could have an impact on the productivity and financial performance. Generational differences that appear among workers make it more challenging for organization to manage their workforce. This paper examined the workers and their intention to leave the organization by using Herzberg's hygiene factors: company policy, relationship with peers, relationship with supervisor, working condition and salary. Data were obtained from 50 workers selected from the company in Miri using convenient sampling. Finally, the result also suggested that workers motivation factors.