

**EMPLOYEE TURNOVER OF PAN PACIFIC COMPUTER
CENTER, INCORPORATED**

Case Study

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and Development Studies**

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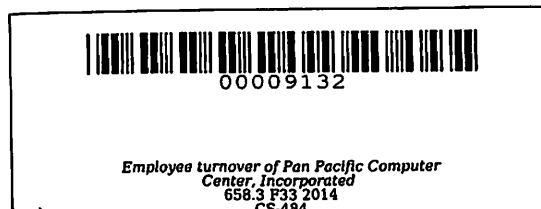
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**EMPLOYEE TURNOVER OF PAN PACIFIC COMPUTER
CENTER, INCORPORATED**

A Case Study
Submitted to the Faculty of the
College of Economics, Management and Development Studies
Cavite State University
Indang, Cavite

In partial fulfillment
of the requirements for the degree
Bachelor of Science in Business Management



CHRISTIAN PAUL M. FELLO
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ABSTRACT

FELLO, CHRISTIAN PAUL M. Employee Turnover of Pan Pacific Computer Center Inc. A Case Study. Bachelor of Science in Business Management major in Human Resource Development Management. Cavite State University, Indang Cavite, October, 2014. Adviser: Prof. Maria Corazon A. Buena.

A case study was conducted at the Pan Pacific Computer Center, Inc. located at 3rd flr. Grepalife Building 221 Sen. Gil J. Puyat Ave., Makati City from June 2013 to October 2013. The study focused mainly on the analysis of employee turnover of the PPCCI. Specifically this aimed to: describe the organization's policies in terms of turnover of employees; determine the reasons/factors affecting the employees in leaving the organization; determine if the employee turnover has negative/positive effect in the services of the Pan Pacific Computer Center Inc.; determine the practices of the organization to improve the morale of the employees; and to recommend suggestions to reduce the employee turnover and retain the employees.

Descriptive method was used in analyzing the information regarding the employee turnover of Pan Pacific Computer Center Inc.. The descriptive method involved the description, recording, analysis and interpretation of the prevailing situation of Pan Pacific Computer Center Inc.. Qualitative data through interpretations and interviews were also used and presented in this study.

The common reason of the employees in leaving the organization was due to the compensation package. Employee turnover is not totally negative to the organization. Enhancing the morale of the employees within the organization can help the organization to decrease or prevent the employee turnover.

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Christian Paul M. Fello

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INTRODUCTION

Productivity is a very important issue for an industry or organization. There are several factors on which productivity of an organization mostly depends upon. Employee's turnover is one of them which is considered to be one of the challenging issues in business nowadays. The impact of turnover has received considerable attention by senior management, human resources professionals and industrial psychologists (Shamsuzzoha & Shumon, 2011).

Turnover occurs for many different reasons. Sometimes new job attracts employees and pull them to leave the old one. In contrary, employee also pushed to leave job due to the dissatisfaction in their present workplace or by domestic circumstances when someone reallocates with their spouse or partner. A poor relationship with the management can be an important reason for the employees to leave their jobs. It is relatively rare for people to leave jobs in which they are happy even offered by higher salary elsewhere. A lack of proper training and development is a also major cause for