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Addressing the Issues on Employees' Turnover Intention in the Perspective of HRM Practices in SME

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Abstract

Human Resource (HR) managers and business owners need to play critical roles to overcome the issue of the employees' turnover intention in an organization especially the small and medium enterprises (SME). This paper discusses extensively on the impact of human resource practices that can alter the negative effect on the organization due to high employee turnover. The HR practices that are discussed in this paper are compensation and benefit, performance management, training and employee relations. Several previous researches on this issue have been discussed in this paper to enable authors proffer recommendations.

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