

## The Relationship between Retaining Talent and Job Satisfaction in Selected Public Universities

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### Abstract:

Retaining Talent (RT) has turned into a basic issue to any associations. In higher education, to hold skillful, researchers and master are very hard in light of the fact that the mastery has by the academicians may most likely have started other universities to get them. On the other part, hold the best talent will build the Job Satisfaction (JS) of the university and because of that reason, it has activated Ministry of Higher Education (MOHE) to develop a couple of techniques on RT which turn into rules to the college to take after. Hence, this research is to distinguish the connection amongst's RT and JS in selected public university in Malaysia. Quantitative approach has been utilized as a part of the request to gather essential information from 238 respondents. Data acquired from this strategy has been examined utilizing IBM Statistical Package Social Sciences (SPSS). Therefore, there was a direct relationship recorded amongst RT and JS. Notwithstanding, University A scored marginally higher relationship amongst's RT and JS when contrasted with other two universities. In light of the discoveries got, the direct relationship shows that the college needs to enhance or rebuilt their projects, plot or methodologies on RT keeping in mind the end goal to support the JS of the establishments and in a roundabout way will accomplish the mission and vision of the college.

### Keywords:

Talent Management, Retaining Talent, Performance Management, Public University, And Quantitative Method.

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## 1. Introduction

Retention is the last factor is TM which fundamentally works when it identifies with advancement, compensation, JS, and affirmation perceiving great work is as imperative as it ever might have been (Authors, 2010; Davidson, 2012; McCormack, Propper, and Smith, 2014). Bibliot and Hum, (2010) and Alias, Mat Noor, and Hassan, (2016) have faith in the innovation period, an imaginative remuneration program will make the employee hold longer in the association. Staff in the association has a similarly right either to stay or hold in the association yet nonetheless, if and just the worker chooses to bounce to another employment, it will make the association spend so much cash and it is a troublesome circumstance. The organization will bear the loss of losing their worker that frequently surpasses 100% of the yearly wages. Other than that, administration likewise needs information in taking care of their staff that prompts worker turnover (Bryant and Allen, 2013). As per Cacciola (2010), look into has been directed by utilizing the made poll that was created by the scientist from Navy and the discoveries showed that Mariners concluded that they will stay in the Navy if the motivating forces and rewards given are sensible. The discoveries additionally specified that the Mariners likewise will stay if and just the association can give a completely consideration and support to their families. As indicated by the discoveries expressed before, the shortage of gifts has given a basic issue to any association because of a focused commercial center and testing monetary conditions. The organization must not be in the condition of smug, but rather they have to take employee retention as a genuine matter with a specific end goal to keep the best abilities stays in their position. In the event that and just the association short with the gifted staff, the associations must take a dynamic route in receiving numerous methodologies that appropriate in procuring the correct talent.

Job Satisfaction is fundamentally how people feel about their employments and impression of their occupations (Ibrahim, Ohtsuka, Dagang, and Bakar, 2014; Lyria, Namusonge, and Karanja, 2017; Nguyen, 2012; Sokro, 2012; Tripp, Riemenschneider, and Thatcher, 2016). It is the level to which people's satisfaction or disappointment in their occupations (Flickinger, Allscher, and Fiedler, 2016; Hahn, Gottschling, Kunig, and Spinath, 2016; Ibrahim et al., 2014; Ong and Theseira, 2016; Silverberg, Marshall, and Ellis, 2001; Spector, 1997; Tripp et al., 2016; Wilczyńska, Batorski, and Sellens, 2016; Zembylas and Papanastasiou, 2006). Intarakamhang and Peungposop, (2017) and Campbell and Smith (2014) depicts JS as a passionate and influencing response alluding to sentiments of like or the other way around, and Locke (1976) and Kossivi, Xu, and Kalgora (2016) characterizes JS as a glad feeling that ready to see once the worker got an evaluation from the prevalent in working accomplishing or helping singular esteem. Likewise, Oehley, (2013) characterizes satisfaction as a successful response to a person's work circumstance. At the end of the day, JS is the difference between individual anticipate that and see will have gotten (Mustafa, 2013).

## 2. Material and Method

In this review, the quantitative approach was utilized and it's a factorial examination concentrate that uses the study technique to gather information. The examination instrument of the review is an organized poll and Likert scale arrangement is utilized. With the end goal of gathering essential information, a survey was set up for this review. Accommodation examining was utilized as a part of this review as just the respondents that consented to take an interest in this review were chosen. The essential information was gathered actually by the scientist as a confirmation of privacy to respondents. An aggregate of 238 surveys was given to the respondent and gathered in the meantime. In investigating data acquired, the scientist utilized Pearson Correlation Coefficient.

### 3. Results

Table 1 showed an overall correlation of RT and JS in selected public universities. Based on the findings obtained, University A showed a higher correlation of RT and JS compared to University B and University C. University A indicated RT was a statistically significant linear relationship with the direction of the relationship is positive and the strength of the relationship was moderate JS ( $r=0.584$ ,  $p<0.01$ ). Meanwhile, University B showed RT was a statistically significant linear relationship with the direction of the relationship is positive and the strength of the relationship was moderate with JS ( $r=0.534$ ,  $p<0.01$ ). On the other hand, University C having RT that was a statistically significant linear relationship with the direction of the relationship is positive and the strength of the relationship was moderate with JS ( $r=0.520$ ,  $p<0.01$ ).

**Table 1**  
Relationship between Attracting Talent and Job Satisfaction

| Variable         |                      | Public Universities |              |              |
|------------------|----------------------|---------------------|--------------|--------------|
|                  |                      | University A        | University B | University C |
|                  |                      | JS                  | JS           | JS           |
| Retaining Talent | Pearson Correlations | .584**              | .534**       | .520**       |
|                  | Sig (2-tailed)       | .000                | .000         | .000         |
|                  | N                    | 238                 | 238          | 238          |

### 4. Discussion

According to Descu (2012) the possibilities of RT being implemented in public sector is huge and creating the same procedure of RT practiced by private will benefits a lot of staffs and it will lead to a better nation. What's more, the difficulties of pulling in and creating capable people for the future position of leadership in associations from the general population part since they are one of the wellsprings of the upper hand. It is exceptionally testing to hold ability inside the association and keep them inspired. Thus, a proper RT will develop individual personnel and directly will help the organization boost their performance. Apart from that, the successful company will encounter on how to attract and retain very best talent and will help the entrepreneurship, an owner-businessperson mindset, and cause-driven environment to boost their organization (Williams, 1988). Nobarieidishe et al., (2014) found there a relationship between RT with JS. On the other hand, other industry also having difficulties in dealing with RT and given higher priority in this particular area (Mol, 2004). In RT, it is necessary to practice RT as a way of capturing knowledge, problem-solving and develop creativity that results in innovation (Matos, Lopes, & Matos, 2012). Cheese (2008) had mentioned regarding the RT which definitely will drive the organization to the success but somehow it will turn difficult once it is not being focused. He also revealed how important of talent contribution towards JS. Kristie (2013) supported research finding done by Cheese (2008) which indicated RT is correlated with JS by using a specific tool called Harrison Assessment Talent Management System (HATS). Meanwhile, Aguinis, Gottfredson, & Joo (2012) indicated on how JS able to help the organization to boost their performances by retaining their good staff.

## **5. Conclusion**

As a conclusion, public universities need to utilize RT as a whole in order to improve JS in the institutions. Based on the findings obtained, it shows that moderate relationship between RT and JS actually trigger top management of the university in order to take a rapid action to boost the university performance. Once the university performance has increased, it will lead to better opportunities like university ranking will be increased, able to attract the best talent either locally or internationally to work with the university or able to get a lot of research grants from the government. This improvement of university performance based on RT approaches will help a lot of people directly or indirectly.

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