ASSESSING THE RELATIONSHIP BETWEEN TRAINING ENVIRONMENT AND TRAINING EFFECTIVENESS IN INSTITUT KAJIAN DAN LATIHAN INTEGRASI NASIONAL (IKLIN) DEPARTMENT OF NATIONAL UNITY AND INTEGRATION (JPNIN), PRIME MINISTER DEPARTMENT

A project paper submitted to the College of Business in partial fulfillment of the requirements for the degree of Master of Human Resource Management Universiti Utara Malaysia

By:

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2010
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ACKNOWLEDGEMENT

Assalamualaikum w.b.t.
In the name of Allah, the Most Merciful and Most Compassionate.

The work presented in this project paper was accomplished under the inspiring guidance, generous assistance and enlightened supervision of Encik Munauwar Bin Mustafa. I would like to express gratitude to him for his scholastic and sympathetic attitude in the completion of this project paper. He has always been a source of guidance and motivation for me.

I am also indebted to Institut Kajian Dan Latihan Integrasi Nasional (IKLIN) of Department National Unity And Integration, for giving the permission to carry out this project and providing the appropriate facilities and encouragement throughout the preparation of this project.

I would also like to express my greatest gratitude to Jabatan Perpaduan Negara Dan Integrasi Nasional in giving me an opportunities to further my study for the Master's program.

Special thanks to my friends at Jabatan Perpaduan Negara Dan Integrasi Nasional, Negeri Kedah for their valuable support and continuous encouragement gave me the motivation to go on.

Last but not least, deepest gratitude and appreciation to my beloved wife Salmah Binti Hj. Ismail, my lovely sons and daughter, Muhammad Iqbal, Izzati Khairunnisa and Naquddin Akmal for their supports and inspirations.

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ABSTRAK

ABSTRACT

This study attempt to evaluate the training effectiveness provided by Institut Kajian Dan Latihan Integrasi Nasional (IKLIN) organised by Jabatan Perpaduan Negara Dan Integrasi Nasional (JPNIN). This study also identify the influencing factors that effect the training affectiveness, that is training environment. Adopted Questionnaires were used for data Collection. Out of 100 participants, 75 respondents returned their questionnaire, making the respons rate of 75 percent. Data was processed and analyse using SPSS. Appropriate data analysis technique were used, both for descriptive and inferential analysis. Findings show that respondents perceived that training environment provided Institut Kajian Dan Latihan Integrasi Nasional (IKLIN) are good especially on their ability in task involvemet. Findings also revealed that training environment is significantly associated and influenced the training efectiveness. Suggestion for future research were made at the section of this study.
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CHAPTER 1
INTRODUCTION

1.1 Background of Study

In a rapidly changing global business environment in which innovation, speed, and efficiency are often necessary for success, organizations must constantly work to upgrade and enhance employees' skills (Ford, 1997). However, the role and perceived importance of training as a means to improved performance in organizations has grown over time. Training is also plays an important role to provide employees the knowledge and skill needed to do a particular task or job.

Training starts as soon as a new employee is hired for a particular post by an organization. The recruitment and selection process ensures that the employee hired fulfils the selection criteria, which means that the particular employee must have the qualifications, knowledge, skills and capabilities set by the organization. Therefore, the employee must be given training as soon as he joins the organization. Training typically involves providing employees the knowledge and skill needed to do a particular task or job, though attitude change may also be attempted.

Training has long been an issue for organizations that exist is the nonprofit sector. Time and expense are the main issues that consistently surface in any discussion of nonprofit training needs. And time and expense impact smaller agencies to a much greater degree than larger organizations. Many training programs fail to deliver the expected organizational benefits. Having a well-structured measuring system in place can help organization determine where the problem lies. On a positive note, being able to demonstrate a real and significant benefit to the
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