A STUDY ON THE IMPACT OF TRAINING DESIGN AND DELIVERY ON THE TRAINING EFFECTIVENESS IN THE CONTEXT OF TECHNOLOGY PARK MALAYSIA

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

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This research conducted on the Impact of Training Design and Delivery on the Training Effectiveness in the Context of Technology Park Malaysia. The training program refers to training that been conducted and organized by Technology Park Malaysia to the staff. The purpose of this study is to measure the relationship between training design and delivery on the training effectiveness among Technology Park Malaysia staff. Data were collected from 130 employees in Technology Park Malaysia and gathered through questionnaires. The result was being analyzed by using Statistical Package for Social Science (SPSS) version 17.

Based on the data analysis it was found that independent variables such as training design and delivery have positive correlations with the training effectiveness. The R value for Training Objectives is .719, Training Content is .732, Trainer's Characteristics is .626 and Training Methodology is .712.

Recommendations for future research were also discussed.
ABSTRAK


Cadangan untuk kajian lanjut juga dibincangkan.
ACKNOWLEDGMENT

In the name of Allah, the Most Beneficent, the Most Merciful and peace be upon our Prophet Muhamad S.A.W. I would like to take this opportunity to acknowledge my sincere gratitude to my supervisor En Ghazali bin Din. Without his endless effort, dedication, patience, advice and support, this thesis would not be possible. Similar appreciation is also extended my ex undergraduate Lecturer Dr Mazuki bin Jusoh, currently holds a position as a Director of Project Management, Asian Institute of Finance (AIF) for his guidance and motivation.

Finally, I would like to express my deepest and special appreciation to my beloved wife, Siti Zakiah bt Melatu Samsi, for her moral support, patience and encouragement. Without her, the attainment of this goal would not have been possible or even desirable. To my loving daughter Dhiya Hiswaniza, special thanks for her inspiration. I am also grateful to my parents, Puan Hasnah binti Pin and En Anuar bin Hj Maarof, for their continuous support throughout my education. May Allah bless all of you.
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CHAPTER 1

INTRODUCTION

1.1 Background of the Study

Nowadays, staff training is an investment for the company. The job tasks and responsibilities become more challenging and staff have to face the challenging work style by preparing themselves with good knowledge, skills and abilities. Employees are considered as an “asset” to the companies and need to be trained in order to become more productive. Training will become more effectively if it can produced good outcomes and can have a positive impact towards the organization. On the other hand, the success of a company also depends on its staff’s performance. Therefore, the Human Resources Department has to start looking for the best method to enhance the performance and efficiency of the staff to carry out the work today and to train them to meet tomorrow's goals. Training and development practices in companies should boost the performance and develop the skills, knowledge and abilities of the employees. The objective of the training is to build up the right ability and capability in the labor force so that employees can perform to meet the standards and the needs of the company and the good returns expected by the employer. In Technology Park Malaysia (TPM), the training department is under the Human Capital Division and is responsible for conducting training to all staff. Some of the
The contents of the thesis is for internal user only.
References


