

TRAINING MOTIVATION AT KOLEJ-POLYTECH MARA KUANTAN

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ABSTRAK

Kajian ini menguji hubungan antara keyakinan individu, kesetiaan kepada organisasi dan penglibatan terhadap kerja dan motivasi terhadap program latihan. Kaedah di Kolej Poly-Tech Mara (KPTM) Kuantan. Kaedah soal selidik digunakan dan sampel kajian terdiri daripada pekerja KPTM Kuantan. 120 orang pekerja dipilih bagi mengumpul data yang diperlukan. Keputusan kajian menunjukkan bahawa hubungan wujud diantara keyakinan diri dan motivasi terhadap program latihan. Namun, tiada hubungan dapat dikesan diantara , kesetiaan kepada organisasi dan penglibatan terhadap kerja dan motivasi terhadap program latihan

ABSTRACT

The main purpose of this study is to examine the relationships between self-efficacy, organizational commitment and job involvement with training motivation at Kolej Poly-Tech MARA (KPTM) Kuantan. Survey methodology was used and samples were taken from KPTM Kuantan employees. Data were collected from 120 employees to gather the data. The study showed that there is relationship between self-efficacy and training motivation. Nevertheless, job involvement and organizational commitment do not have a relationship with training motivation at KPTM Kuantan.

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TRAINING MOTIVATION AT KOLEJ POLY-TECH MARA (KPTM)

KUANTAN

CHAPTER 1

1.0 INTRODUCTION

Training is the process of providing employees with specific skills or helping them correct deficiencies in their performance (David, 2010). A fundamental objective of training is the elimination or improvement of performance problems. To be successful, a training program must have clear stated and realistic goals (David, 2010).

The importance of training effectiveness has long been recognized as a crucial issue for organizations (Ford, 1997). One key determinant of training effectiveness is an individual's level of training motivation (Mathieu and Martineau, 1997).

Previous studies had concentrated more on training effectiveness (Powell, K. S. & Yalcin, 2010), training needs analysis (Nicholas, 2003) and (Muhammad & Rashid, 2011). Not many research attempted to investigate the factor influence that training motivation. As such, this study was designed to investigate the factors that influence training motivation at Kolej Poly-Tech MARA (KPTM) Kuantan. This study will provide a practical value for the management and other practice involve in training.

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