TRAINING MOTIVATION AT KOLEJ-POLYTECH MARA KUANTAN

By

AHMAD HAFIZI BIN AHMAD GIRAN

Thesis Submitted to
Othman Yeop Abdullah Graduate School of Business,
Universiti Utara Malaysia,
In Fulfillment of the Requirement for the Degree of Master of Philosophy
PERMISSION TO USE

(FOR MASTER BY COURSEWORK CANDIDATE)

In presenting this thesis/dissertation paper in partial fulfillment of the requirements for a postgraduate degree from Universiti Utara Malasia, I agree that the University library make a freely available for inspection. I further agree that permission for copying of this dissertation/project paper in any manner, in whole or in part, for scholarly purpose may be granted by my supervisor(s) or, in their absence by the Dean of Othman Yeop Abdullah Graduate School of Business. It is understood that any copying or publication or use of this dissertation/project paper or parts thereof for financial gain shall not be given to me and to Universiti Utara Malaysia for any scholarly use which may be made of any material form my thesis/dissertation/project paper

Request for permission to copy or to make other use of materials in this dissertation/project paper, in whole or in part should be addressed to:

Dean of Othman Yeop Abdullah Graduate School of Business

Universiti Utara Malaysia (UUM)

06010 SIntok

Kedah Darul Aman
ABSTRAK

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.
ACKNOWLEDGMENT

I would like to express my sincere gratitude to all the Universiti Utara Malaysia’s lecturers who were involved in my master degree’s program. All the useful knowledge and information from them have enhanced my knowledge in the subject matter of Human Resource Management. My special appreciation extends to my supervisor, Puan Norizan Haji Azizan for her willingness to supervise my project paper and provide her guidance along the way.

Many thanks to my colleagues Ahmad Hadi, Masliza, Syarifah and Wahida, classmates and friends, for giving me all kind support, motivation and inspiration for the past two years. Last but not least, I would like to express my thankfulness to my family especially my parents, Razmah Binti Muhammad and Mokhtar Bin Othman Palil and my siblings for giving me extraordinary support at home that helped me finish master program. My special gratitude is extended to the loving memory of my late father Ahmad Giran Bin Darlan who gave me strength and the thoughtfulness in everything that I do.
# TABLE OF CONTENT

<table>
<thead>
<tr>
<th>TITLE</th>
<th>PAGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>TITLE PAGE</td>
<td>i</td>
</tr>
<tr>
<td>PERMISSION TO USE</td>
<td>ii</td>
</tr>
<tr>
<td>ABSTRAK</td>
<td>iii</td>
</tr>
<tr>
<td>ABSTRACT</td>
<td>iv</td>
</tr>
<tr>
<td>ACKNOWLEDGEMENT</td>
<td>v</td>
</tr>
<tr>
<td>TABLE OF CONTENT</td>
<td>vi</td>
</tr>
<tr>
<td>LIST OF TABLES</td>
<td>viii</td>
</tr>
<tr>
<td>LIST OF FIGURES</td>
<td>ix</td>
</tr>
</tbody>
</table>

## CHAPTER 1

1.0 Introduction 1
1.1 Background of Kolej Poly-Tech MARA (KPTM) 2
1.2 Problem Statement 3
1.3 Research Question 4
1.4 Research Objective 4
1.5 Significant of Study 5
1.6 Definition of Key Term 7
1.7 Scope of the Study 8
1.8 Limitation 8
1.9 Organization of Chapter 9
<table>
<thead>
<tr>
<th>CHAPTER 2</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2.0 Introduction</td>
<td>11</td>
</tr>
<tr>
<td>2.1 Variables in the Study</td>
<td>11</td>
</tr>
<tr>
<td>2.2 Theoretical Framework</td>
<td>19</td>
</tr>
<tr>
<td>2.4 Conclusion</td>
<td>20</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CHAPTER 3</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>3.0 Introduction</td>
<td>21</td>
</tr>
<tr>
<td>3.1 Research Design</td>
<td>21</td>
</tr>
<tr>
<td>3.2 Research Instrument</td>
<td>23</td>
</tr>
<tr>
<td>3.3 Data Collection and Administration</td>
<td>24</td>
</tr>
<tr>
<td>3.4 Data Analysis Technique</td>
<td>25</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CHAPTER 4</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1 Introduction</td>
<td>27</td>
</tr>
<tr>
<td>4.2 Overview of Data Collection</td>
<td>28</td>
</tr>
<tr>
<td>4.3 Profile of Respondents</td>
<td>29</td>
</tr>
<tr>
<td>4.4 Goodness of Measure</td>
<td>31</td>
</tr>
<tr>
<td>4.5 Major Findings</td>
<td>32</td>
</tr>
<tr>
<td>4.6 Conclusion</td>
<td>37</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CHAPTER 5</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>5.1 Introduction</td>
<td>38</td>
</tr>
<tr>
<td>5.2 Discussion on Findings</td>
<td>38</td>
</tr>
<tr>
<td>5.3 Recommendation</td>
<td>40</td>
</tr>
<tr>
<td>5.4 Conclusion</td>
<td>43</td>
</tr>
<tr>
<td>LISTS OF TABLES</td>
<td>PAGES</td>
</tr>
<tr>
<td>-----------------</td>
<td>-------</td>
</tr>
<tr>
<td>Table 3.1</td>
<td>23</td>
</tr>
<tr>
<td>Table 3.2</td>
<td>24</td>
</tr>
<tr>
<td>Table 4.1</td>
<td>28</td>
</tr>
<tr>
<td>Table 4.2</td>
<td>29</td>
</tr>
<tr>
<td>Table 4.3</td>
<td>31</td>
</tr>
<tr>
<td>Table 4.4</td>
<td>33</td>
</tr>
<tr>
<td>Table 4.5</td>
<td>36</td>
</tr>
<tr>
<td>LISTS OF FIGURES</td>
<td>PAGES</td>
</tr>
<tr>
<td>----------------------------------</td>
<td>-------</td>
</tr>
<tr>
<td>Figure 2.1 Training Motivation Model</td>
<td>20</td>
</tr>
</tbody>
</table>

REFERENCES

APPENDICES

44

50
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.
The contents of the thesis is for internal user only
REFERENCES


