THE INFLUENCE OF MANAGEMENT SUPPORT, TRAINING PROCEDURE AND TRAINING ENVIRONMENT ON JOB PERFORMANCE AMONG STUDENT IN MALAYSIA ARMY TRAINING INSTITUTION

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ABSTRAK

Kajian ini dijalankan untuk mendapatkan pandangan mengenai peningkatan mutu kerja dikalangan penuntut kursus di Pusat Latihan Tentera Darat. Tujuan kajian ini adalah untuk mengkaji kaitan dianatara prosedur latihan, persekitaran latihan dan sokongan pengurusan dalam meningkatkan mutu kerja peserta kursus di Pusat Latihan Tentera Darat. Penulis menjalankan tanggung jawab dan megambil peluang yang ada untuk mengkaji faktor-faktor yang mempengaruhi peningkatan mutu kerja di kalangan pelatih di pusat-pusat latihan tentera darat. Tiga faktor yang dikenalpasti adalah prosedur latihan, persekitaran latihan dan sokongan pengurusan.

Kajian ini dilaksanakan untuk mengenalpasti pengaruh prosedur latihan, persekitaran latihan dan sokongan pengurusan dalam meningkatkan mutu kerja pelatih yang menghadiri kursus di pusat latihan tentera darat. Data yang dikumpul akan di analisis menggunakan SPSS versi 20.0. Seamai 153 responden telah dipilih dalam kajian ini.

Hasil kajian telah mendapati sokongan pengurusan merupakan faktor yang paling mempengaruhi peningkatan mutu kerja dengan .333 nilainya. Ini diikuti oleh prosedur latihan sebanyak .146 dan persekitaran latihan .009 merupakan faktor terendah. Hasil kajian ini akan membantu pihak pengurusan dan pusat latihan memperbaiki dan menambahkan pengurusan latihan supaye dapat mencapai objektif mereka denagn lebih cemerlang.
ABSTRACT

This study was conducted to gain view on the issue of the enhancement of job performance among trainee in Malaysian Army Training institution. The objective of this study is to determine the relationship between training procedure, training environment and management support and enhancement of job performance.

Thus the researcher carried out his responsibility and took the opportunity to study the factors that influencing the enhancement of job performance among student attended course in selected Malaysian Army Training institution. There are three main factors identify that influence in job performance namely training procedure, training environment and management support. These three factors will be studied whether it has the influence the job performance in Malaysian Army training institution.

This study is a descriptive study to find out the influence variable that related to enhancement of job performance. The study was conducted to find out the influence variable in training procedure, training environment and management support with job performance of student attended training conducted in IPDA and PULADA. The collected data will be analyzed by Statistical Package for Social Science version (SPSS) 20.0. There was 153 respondents selected and all of them give the feedback. The reason how the researcher manage to get full feedback is due to the connection and good cooperation among the staff, student and researcher.

The finding from the coefficient result describing to the three predictor of the job performance in training institution through the standardized coefficients beta indicating that the predictor of management support with the significant level .333 was the highest amongst the three predictors. Training Procedure is the second highest with a less significant level .146 and for the training environment predictors data results show that the predictors is not significant with the value of .009. The finding of this study is benefited to the management, training institution and the soldiers attending the course. The finding will assist the top management to know the best way to conduct the training in training institution.
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CHAPTER 1
INTRODUCTION

1.0 Background
1.1 Training in Malaysia Army
1.2 Overview of PULADA
1.3 Overview of IPDA
1.4 Problem Statement
1.5 Research Objective
1.6 Research Question
1.7 Significance of Study
  1.7.1 Top Management
  1.7.2 Training Institution
  1.7.3 Future Research
1.8 Limitation of the Study
1.9 Organization of Study
1.10 Conclusion
### CHAPTER 2
**LITERATURE REVIEW**

2.0 Introduction 18  
2.1 Definition 19  
  2.1.1 Training 19  
  2.1.2 The Important of Training 22  
  2.1.3 Job Performance 24  
  2.1.4 Training Evaluation 28  
2.2 Training Procedure and Job Performance 32  
2.3 Training Environment and Job Performance 33  
2.4 Management Support and Job Performance 35  
2.5 Conclusion 36  

### CHAPTER 3
**RESEARCH METHODOLOGY**

3.0 Introduction 38  
3.1 Theoretical Framework 39  
3.2 Hypothesis Development 42  
3.3 Questionnaire 45  
  3.5.1 Questionnaire Design 45  
  3.5.2 Questionnaire Development 45  
3.4 Research Design 45  
  3.4.1 Type of Study 46  
  3.4.2 Unit Analysis 46  
  3.4.3 Time Horizon 46  
  3.4.4 Research Population 47  
  3.4.5 Sample Size 47
3.5 Data Collection Procedure 47
  3.5.1 Primary Data 47
  3.5.2 Secondary Data 48
  3.5.3 Pilot Test 48
3.6 Data Collection Method 49
3.7 Data Analysis Technique 49
  3.9.1 Reliability 50
  3.9.2 Pearson Correlation 50
  3.9.3 Regression 52
3.8 Conclusion 52

CHAPTER 4
RESEARCH FINDING

4.0 Introduction 53
4.1 Reliability Test 53
4.2 Descriptive Statistical Analysis Frequency 55
  4.2.1 Demographic Characteristic 55
4.3 Mean, Standard Deviation, Variance, Minimum and Max Value 60
4.4 Level of Agreement 62
4.5 Pearson Correlation Analysis 62
  4.5.1 Correlation Between Job Performance and Training Procedure 64
  4.5.2 Correlation Between Job Performance and Training Environment 64
  4.5.3 Correlation Between Job Performance and Management Support 64
4.6 Linear Regression 64
4.7 Hypothesis Acceptance 66
CHAPTER 5
CONCLUSION AND RECOMMENDATIONS

5.0 Introduction 69
5.1 Overview and Finding 69
5.3 Discussion 71
5.3 Hypothesis Finding 73
5.4 Research Implication 75
5.5 Recommendation 76
  5.5.1 For Organization 77
  5.5.2 For Training Institution 78
  5.5.3 For Future Research 78
5.6 Conclusion 79

REFERENCE 81
APPENDIX

Appendix: Questionnaire

ABBREVIATION

PULADA - Army Combat Training Centre
IPDA - Army Institute of Management
TRADOC - Training and Doctrine Division

List of Table

Table 3.1. Pilot Test for Reliability.  49
Table 3.2: Interpreting the R-value for Correlations  51
Table 3.3: Interpreting the R-value for Correlations  51
Table 4.1 Reliability Test  54
Table 4.2 Frequency Distribution (Rank)  55
Table 4.3 Frequency distribution (age)  56
Table 4.4: Marital Status.  59
Table 4.5: Years of Service  58
Table 4.6: Qualification.  59
Table 4.7: Number of Course Attended  60
Table 4.8: Descriptive Statistic  61
Table 4.9 Level of Variables  62
Table 4.10 Correlation  63
Table 4.11 Model Summary R Square  65
Table 4.12 Regression Analysis for Job Performance, Beta Value  65
Table 4.12 Hypothesis Acceptance.  68
LIST OF FIGURE

Figure 3.1 Research Framework 44
CHAPTER 1
INTRODUCTION

1.0 Background of Study

Malaysian Army is the oldest and the biggest services in Malaysian Armed Forces. Since the establishment in 1942, Malaysian Army has evolve according to new environment and technology. The working environment has been fluid where changes occur rapidly and swiftly. In the new millennium the working environment will be more knowledge oriented, thus making army a learning organization. The Army vision is to be a “compact yet lean”, mean capable force to deter any foreign threat and win in any challenges to come. The rapid changes in technology, threat and complexity of new challenges require the soldiers to combine their efforts in terms of knowledge, skills and expertise to meet the challenges. Therefore, for Army to advance, its rate of learning must be equal or greater than the rate of change in environment. In order to achieve the vision the Army has to invest in the education and training of its force.

Training is always the important task during peacetime soldering. There are collective training and individual training use in Malaysian army. Most of individual training is conducted in training institution and what they have learn in the training institution will be tested in the exercises at their various units. The purpose of training is to ensure all soldiers in the army have adequate knowledge, skill and ability to perform
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