

**THE RELATIONSHIP BETWEEN TRAINING ENVIRONMENT AND
TRAINING EFFECTIVENESS OF PNB, CFA STUDENT**

ASRAF BIN ABDUL RAHMAN

**MASTER OF HUMAN RESOURCE MANAGEMENT
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**THE RELATIONSHIP BETWEEN TRAINING ENVIRONMENT AND
TRAINING EFFECTIVENESS OF PNB, CFA STUDENT**

By

ASRAF BIN ABDUL RAHMAN

**A project paper submitted to the College of Business in partial fulfilment
of the requirements of the
degree of Master of Human Resources Management
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Othman Yeop Abdullah
Graduate School of Business

Universiti Utara Malaysia

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ABSTRACT

This study attempt to evaluate the training effectiveness provided by external trainer organised by PNB Investment Institute. This study also identify the influencing factors that affect the training effectiveness, that is training environment. Adopted Questionnaires were used for data Collection. Out of 33 participants, 32 respondents returned their questionnaire, making the responses rate of 97 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 by PNB Investment Institute are good especially on their ability in task involvement. Findings also revealed that training environment is significantly associated and influenced the training effectiveness. Suggestion for future research was made at the section of this study.

ABSTRAK

Kajian ini bertujuan mengenalpasti keberkesanan Kemudahan Kursus yang disediakan oleh PNB Investment Institute anjuran Permodalan Nasional Berhad (PNB). Di mana kajian ini bertujuan mengenalpasti faktor-faktor persekitaran yang mempengaruhi keberkesanan kursus terhadap peserta. Faktor yang mempengaruhi kesan penyediaan kursus dan persekitaran dikaji berdasarkan hubung kait di antara pembolehubah bebas (Persekitaran Kursus) dengan pembolehubah bersandar (keberkesanan kursus). Data bagi kajian ini diperolehi dengan menggunakan kaedah soal selidik yang dibangunkan oleh penyelidik berdasarkan kajian-kajian lepas.

Daripada sejumlah 33 peserta kursus, 32 orang mengembalikan soal selidik menjadikan kadar respon sebanyak 97 peratus. Data kemudiannya diproses dan dianalisis dengan menggunakan perisian SPSS dengan melibatkan kaedah statistik deskriptif dan inferensi yang sesuai. Kajian mendapati peserta berpendapat persekitaran Kursus yang disediakan anjuran Institut Kajian Dan Latihan Integrasi Nasional (IKLIN) adalah sangat baik terutamanya dari segi keupayaan penglibatan dalam kursus tersebut. Kajian turut mendapati, persekitaran kursus mempunyai hubungan yang signifikan dengan keberkesanan kursus. Selain itu, persekitaran kursus turut mempengaruhi keberkesanan kursus dengan kuat. Cadangan-cadangan pembaikan untuk kajian pada masa hadapan dicadangkan pada akhir kajian ini.

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CHAPTER 1

INTRODUCTION

1.1 Background of the study

Organisations in both the private and public sectors, regardless of types or nature of organisation, agree that training and development is essential to the growth and development of the business (Lee, 2007). Human resource management (HRM) literature (Noe, Hollenbeck, Gerhardt & Wright, 2006), viewed training and development as an important activity that contributes to an organization's overall effectiveness in human resources management and that training and development is required to build and sustain an organization's competitive advantage via skills and knowledge enhancement.

In Malaysia, allocation for training and development made by the government had increased from RM223.7 million for the 7th Malaysia Plan to RM400 million for the 8th Malaysia Plan (Hashim, 2002), thereby indicating the importance of training and development of human resources in Malaysia. The government of Malaysia has established a number of initiatives which directly or indirectly help employers to train their employees. This include a free educational system up to secondary level, subsidized tertiary education in public universities, encouraging top-class foreign universities to establish branches or campuses or conduct training programs, establishment of Industrial Training Institute to train industrial training instructors and introduction of the Pembangunan Sumber Manusia Bhd Act (Human Resource Deveolpment Bhd Act) (Maimunah, 2009).

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