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**THE RELATIONSHIP BETWEEN TRAINING, WORK ATTITUDES,
LEADERSHIP AND JOB PERFORMANCE**



By

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UUM
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(Master of Human Resource Management)**



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ABSTRACT

The main aim of this study was to analyze the relationship between training, work attitudes, and leadership with job performance. This study was conducted in Universiti Utara Malaysia with UUM College of Arts and Sciences, UUM College of Business, and UUM College of Law, Government and International Studies, Kedah, Malaysia. The sample of this study consists of 152 respondents from the UUM administrative department. Data were collected through questionnaires survey. The data were analyzed using various statistical techniques such as reliability analysis, descriptive analysis, correlation analysis (Pearson Correlation Analysis) and regression analysis (Multiple Regression Analysis). The analyses were carried out via Statistical Package for Social Science (SPSS) version 22.0 version for Windows. Based on the regression results, there was clear indication that the independent variable (leadership) was negatively correlated with the dependent variable (job performance). Meanwhile, work attitudes were positively correlated with job performance. The results also indicated that training has no relationship to job performance.

Keywords: *Training, Work Attitudes, Leadership, Job Performance*



ABSTRAK

Tujuan utama kajian ini adalah untuk mengenalpasti hubungan diantara latihan, sikap kerja, kepimpinan dan prestasi kerja. Kajian ini telah dilaksanakan di Universiti Utara Malaysia (UUM) iaitu di Kolej Sastera dan Sains, Kolej Perniagaan dan Kolej Undang-undang, Kerajaan dan Pengajian Antarabangsa, Kedah, Malaysia. Sampel kajian ini terdiri daripada 152 orang staf pentadbiran di UUM. Data dikumpul melalui soal selidik. Data kajian dianalisis melalui beberapa ujian statistik seperti ujian kebolehppercayaan, analisis diskriptif, analisis korelasi dan analisis regrasi. Data dianalisis dan diproses melalui *Statistical Package for Social Science* (SPSS) versi 22.0. Dapatan kajian menunjukkan bahawa pembolehubah bebas (kepimpinan) mempunyai hubungan negaitif dengan pembolehubah bersandar (prestasi kerja). Tetapi, sikap kerja mempunyai hubungan positif dengan prestasi kerja. Data kajian juga menunjukkan latihan tidak mempunyai hubungan dengan prestasi kerja.

Kata Kunci: *Latihan, Sikap Kerja, Kepimpinan, Prestasi Kerja.*



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CHAPTER ONE

INTRODUCTION

1.1 Background of Study

Overall improvement of employees' job performance helps organizations keep substantial competitive benefits in the worldwide marketing competition, which includes education organizations. Nowadays, the development of an organization can be affected by many factors. Performance is an important criterion for organizational outcomes and success.

Based on the present research throughout the development of organizations, the training of employees is a very important factor in improving performance and increasing productivity. This successively results in organizations in the face of competition to maintain a high standing. Hence, this means that whether an organization trains their employees or not will have different impacts on job performance. Employees with training will get the necessary knowledge, skills and capacities to implement their own jobs; for the employees that without enough training may not be able to do their jobs as well as trained employees. Swart (2005) supported that there is a significant relationship between training and job performance. Purcell (2003) was focused on performance conducted that based on job performance in particular, and others have reached a

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