

**A STUDY ON TRAINING FACTORS AND ITS IMPACT
ON TRAINING EFFECTIVENESS IN
KEDAH STATE DEVELOPEMNT CORPORATION,
KEDAH, MALAYSIA**

HU YANAN

**OTHMAN YEOP ABDULLAH
GRADUATE SCHOOL OF BUSINESS**

June 2011

**A STUDY ON TRAINING FACTORS AND ITS IMPACT
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KEDAH STATE DEVELOPEMNT CORPORATION,
KEDAH, MALAYSIA**

**A Project Paper Submitted to Graduate School of Business in
Partial Fulfillment of the Requirements for the Degree of
Master of Human Resource Management
Universiti Utara Malaysia**

**BY
HU YANAN
808155**

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Othman Yeop Abdullah

Graduate School of Business

UUM COB

Universiti Utara Malaysia

06010 UUM Sintok

Kedah Darul Aman

Abstract

The main objective of this study is to measure the impact of training on human resource practices as well as to identify the factors those are related to effectiveness of training. The variables examined were demographics characteristics (age, gender, martial status, education level and length of working in current job), types of training, training environment and work environment .

A total of 92 questionnaires were distributed to the respondents in Kedah State Development Corporation (KSDC) company. This study was designed to identify through questionnaire survey, the factors that can contribute towards training effectiveness. The results of the study found that training environment and work environment significantly affect raining effectiveness .The study provides baseline data from which the training effectiveness can be assessed and improved upon so that higher benefits can be obtained by the organization.

ACKNOWLEDGEMENT

Praise to Allah, the most merciful and most gracious for bestowing me with patience, strength and excellent health throughout the process of completing this research. This project paper would not been done without assistance and support from many people. I would like to take this opportunity to extend my deepest gratitude to my supervisor, DR.VIMALA SANJEEV KUMAR for her expert advice, guidance and support throughout the entire research.

Also, I would like to thank University Utara Malaysia for giving me this great opportunity to achieve my educational goals throughout my entire MHR(Master of Human Resource Management) study duration in UUM campus.

My deepest appreciation also goes to beloved family for constant support, patient and understanding throughout my life.

Finally, special thanks to those people who have been involve in the accomplishment of this project paper. Your endless contribution and encouragement are very much appreciated.

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CHAPTER ONE

INTRODUCTION

1.1 Background

Employee training has been a matter of concern and attention by many business field nowadays. Organizations realize that employee training is an essential element to increase efficiency of job performance and keep their business running, as competition are getting more intense. Training is the process of providing employees with specific skills or helping them correct deficiencies in their performance (David, 2010). For example, new equipment may require workers to learn new ways of doing the job or a worker may have a deficient understanding of a work process. In both sides, training can be used to correct the skill deficit. Training is focus on the current job, the scope of training is on individual employees (Robert, 2010). It is also job specific and addresses particular performance deficits or problems. Training tends to focus on immediate organizational needs and fairly quick improvement in workers' performance. It strongly influences present performance levels.

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). These goals will guide the program's content and determine the criteria by which its effectiveness will be judged. For example, management cannot easily realistically expect that one training session will make everyone an accounting

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