

**ASSESSING THE RELATIONSHIP BETWEEN TRAINING
ENVIRONMENT AND TRAINING EFFECTIVENESS AT
MAERSK MALAYSIA SDN. BHD.**

A project paper submitted to the College of Business
in partial fulfilment of the requirements for the degree of
Master of Human Resources Management
Universiti Utara Malaysia

By:

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2011**

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ACKNOWLEDGEMENT

Assalamualaikum w.b.t.

In the name of Allah SWT, the Most Merciful and Most Compassionate.

The work presented in this project paper was accomplished under the inspiring guidance, generous assistant and enlightened supervision of Madam Norizan Bt Azizan. I would like to express gratitude to her for her scholastic and sympathetic in the completion of this project paper. She has always been a sources of guidance and motivation for me.

I am also indebted to Maersk Malaysia Sdn. Bhd., for giving the permission to carry out this project and providing the appropriate facilities and encouragement throughout the preparation of this project.

Special thanks to my mother Kathiah Moheedin for her pray, valuable support and continuous encouragement gave me the motivation to go on.

Last but not least, deepest gratitude and appreciation to my beloved husband Mohd Fairuz Bin Ajan for his true kindness, support and inspirations in giving me an opportunities to further my study for Master's program. Without him I don't think I can made this far.

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ABSTRACT

This study attempt to evaluate the training effectiveness provided by Maersk Malaysia Sdn. Bhd. This study also identify the influencing factors that effect the training effectiveness, that is training environment. Adopted questioners were used for data collection. Out of 100 participants, 75 respondents returned their questioner, making the response rate of 75 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 Maersk Malaysia Sdn. Bhd. 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 were made at the section of this study.

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CHAPTER 1

INTRODUCTION

1.1 Background of Study.

In a rapidly changing global business environment in which innovation, speed, and efficiency are often necessary for success, organization must constantly work to upgrade and enhance employees' skills (Ford & Steve, 1997). However, the role and perceived important of training as means to improved performance in organization has grown over time. Training is also plays as important role to provide employees the knowledge and skill needed to do a particular task or job.

Training starts as soon as a new employee is hired for particular post by an organization. The recruitment and selection process ensures that the employee hired fulfils the selection criteria, which means that the particular employee must have the qualifications, knowledge, skills and capabilities set by the organization. Therefore, the employee must be given training as soon as he joins the organization. Training typically involves providing employees the knowledge and skill needed to do a particular task or job, though attitude change may also be attempted.

Training has long been an issues for organizations that exist especially to the non profit sector. Time and expenses are the main issues that consistently surface in any discussion of non profit training needs . Its also give an impact to the smaller agencies to a much greater degree than larger organizations because to implement any training is costly and not totally will be beneficial to applied by the employee itself. Many

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