



**A STUDY ON THE FACTORS THAT INFLUENCE  
TRAINING EFFECTIVENESS**

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**“DECLARATION OF ORIGINAL WORK”**

I, Norhayati Binti Ramli, (I/C Number: 861016-30-5218)

Hereby, declare that,

- This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or other degrees
- This project paper is the result of my independent work and investigation, except where otherwise stated
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## **LETTER OF SUBMISSION**

3<sup>rd</sup> April 2009

The Head of Program  
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Dear Sir,

### **SUBMISSION OF PROJECT PAPER**

Attached is the project paper titled “THE FACTORS THAT INFLUENCE TRAINING EFFECTIVENESS” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA

Thank you

Yours sincerely,

NORHAYATI BINTI RAMLI  
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## **ABSTRACT**

The purpose of this study is to identify the dominant factor that contributes to the training effectiveness in Institute of Management Melaka (IMM). This study also examined the relationship between factors that influence training efficiency with learning outcome. The factors consist of trainer's competency, training design as well as training method. Whether these factors are correlated with the learning outcome which consists of trainee's knowledge acquisition as well as knowledge applies or not is tested in this study. In order to get the data, a total of 100 respondents involved to answer the questionnaire. Questionnaire used in this study are modified from previous study. Questionnaires are used to examine the relationship between dependent and independent variable in this research study. The model of this study is introduced by Ai-Yee Ooi, Syin-Hau Lee and Bryan Ching-Wing Lo.

Furthermore, in order to analyze the data collected, Statistical Package of Social Science (SPSS) version14.0 has been used. The method of analysis consists of the highest mean score, frequency, as well as correlation has been used in this study. The study has found that the leading factor was training method based on the highest mean score. Besides, overall there has positive relationship with moderate significant level based on the correlation test.