



**STUDY ON TRANSFER EFFORT-PERFORMANCE EXPECTATION (TE-
PE)THE TRANSFER OF TRAINING EFFECTIVENESS : A CASE OF
PRIVATE ORGANIZATION**

**SITI SOFIYAH BINTI HJ ZAINAL
2014125627**

BACHELOR OF BUSINESS ADMINISTRATION WITH HONORS

(HUMAN RESOURCES)

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITY TECHNOLOGY MARA

(MALACCA) CITY CAMPUS

JANUARY 2017

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCE)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
“DECLARATION OF ORIGINAL WORK”**

I, Siti Sofiyah Binti HJ Zainal (I/C Number:930411-01-6324)

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 any 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: _____

TABLE OF CONTENT

ACKNOWLEDGEMENT	Iv
LIST OF TABLES	Viii
LIST OF FIGURES	Ix
ABSTRACT	iix
CHAPTER 1: INTRODUCTION	1
1.0 BACKGROUND OF STUDY	1
1.1 OVERVIEW OF SAJ HOLDINGS SDN. BHD	4
1.2 PROBLEM STATEMENT	6
1.3 RESEARCH QUESTIONS	10
1.4 RESEARCH OBJECTIVES	11
1.5 SCOPE OF STUDY	11
1.6 SIGNIFICANCE OF THE STUDY	12
1.6.1 to Researcher	12
1.6.2 to Future Research	13
1.6.3 to UniversitiTeknologi Mara (UITM)	13
1.6.4 to Respondent	14
1.7 DEFINITION OF TERMS	15
1.7.1 Learner Readiness (LR)	15
1.7.2 Motivation to Transfer (MT)	15
1.7.3 Personal Capacity to Transfer (PCT)	15
1.7.4 Performance Self-Efficacy (PSE)	15
1.7.5 Transfer Effort-Performance Expectation (TE-PE)	15
1.8 CONCLUSION	16
CHAPTER 2: LITERATURE REVIEW	17
2.0 INTRODUCTION	17
2.1 TRANSFER EFFORT-PERFORMANCE EXPECTATION (TE-PE)	18
2.2 LEARNER READINESS (LR)	20
2.3 MOTIVATION TO TRANSFER (MT)	21
2.4 PERSONAL CAPACITY TO TRANSFER (PCT)	23
2.5 PERFORMANCE SELF-EFFICACY (PSE)	24
2.6 THEORY	25

ABSTRACT

There is a need to determine the factors transfer of training effectiveness has an impact on employee's Transfer Effort-performance Expectation (TE-PE). This study examines the Factors Transfer of Training: A Case of Private Organization. The study covered a sample of 148 respondents drawn from a total population of 216 employees in SAJ Holdings Sdn. Bhd. Muar. The sample was selected through convenient sampling techniques. Primary data was collected through the use of questionnaires. Data analyses that have been used in this research study are Pearson Correlation analysis, and Multiple Regression analysis.

From the findings of Pearson Correlation analysis, all independent variables (*Learner Readiness (LR)*, *Motivation to Transfer (MT)*, *Personal Capacity to Transfer (PCT)* and *Performance Self Efficacy (PSE)*) are significantly related to Transfer Effort-Performance Expectation (TE-PE). In addition, Learner Readiness (LR) is the influence variable with Pearson correlation is 0.367**, that related to Transfer effort-Performance Expectation (TE-PE).

Finally, the most important independent variable in the regression model was Motivation to Transfer (MT) as it had the highest Beta value of 0.380. The study found out that Factors Transfer of training Effectiveness (Motivation to Transfer, Personal Capacity to Transfer, and Performance Self-Efficacy) affects Transfer Effort-Performance Expectation (TE-PE) levels among employees in SAJ Holdings SdnBhd Muar. where both independent and dependent variables move in the same direction. It indicates that proper independence variable of Motivation to Transfer (MT), Personal Capacity to

Transfer (PCT) and Performance Self-Efficacy (PSE) brings more positive effect and vice versa for the employees.