



**THE RELATIONSHIP OF ORGANIZATIONAL FACTORS IN TRANSFER  
OF TRAINING AT THE WORKPLACE: A CASE STUDY IN SAJ  
RANHILL SDN.BHD.**

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**BACHELOR IN BUSINESS ADMINISTRATION  
WITH HONOURS HUMAN RESOURCES MANAGEMENT**

**FACULTY OF BUSINESS MANAGEMENT**

**UNIVERSITI TEKNOLOGI MARA**

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**JANUARY 2018**

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Submitted in Partial Fulfilment of the  
Requirement for the  
Bachelor of Business Administration with Honours (Human Resource Management)

FACULTY OF BUSINESS ADMINISTRATION  
UNIVERSITI TEKNOLOGI MARA  
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**DECLARATION OF ORIGINAL WORK**



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UNIVERSITI TEKNOLOGI MARA

“DECLARATION OF ORIGINAL WORK”

I, Nur Aisyah binti Abdul Aziz, I/C Number : 941124015306

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: \_\_\_\_\_

## LETTER OF SUBMISSION

Date of Submission: January 2018

The Program Coordinator

Bachelor of Human Resource Management with Honours

Faculty of Business Management

Universiti Teknologi MARA

Melaka City Campus

Dear Sir/Madam

### SUBMISSION OF PROJECT PAPER

Attached is the research report title “Relationship of Organizational Factors In Transfer of Training At The Workplace: A Case Study in SAJ Ranhill Sdn. Bhd.” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you.

Yours sincerely

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Nur Aisyah binti Abdul Aziz

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Bachelor of Business Administration (Hons) Human Resource Management

## **ABSTRACT**

The purpose of this study is to investigate the relationship of organizational factors in the transfer of training at the workplace among employees. The organizational factors includes supervisor support, peer support, organizational support and opportunity to perform. This study was carried out among 289 employees at Syarikat Air Johor (SAJ) Ranhill Sdn. Bhd. The data for this study have been collected by using questionnaire. This research was conducted through distributing adapted questionnaire using convenience sampling method. Furthermore, the result of study shows that there is a significant relationship of supervisor support, peer support, organizational support and opportunity to perform towards transfer of training. Therefore, the researcher have hypothesized the relationship between the organizational factors and transfer of training.