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Title : BASO MODEL-BASED STRATEGIC PLANNING TRAINING IMPACT ON RURAL MOSQUE EFFECTIVENESS AT FELDA SETTLEMENT MALAYSIA

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The effects of globalisation have resulted in many non-profit organisations (NPOs) especially the rural mosque institutions need to transform and exploring beyond their historical lock-in weather at the national boundaries or global in search of a better organisational effectiveness. Preliminary study in 2015 by FELDA mosque auditor-team showed that mosque functions turn to be less effective. Earlier in 1994, UMMI Foundation under the Prime Minister Office (PMO) study found that mosque functions turn to be less effective and eroded. In 2015 FELDA Management team take an initiative to improve FELDA Settlement mosques effectiveness by used the BASO Model-based strategic planning training intervention on the 160 mosque leaders from four selected mosques. The objectives of this study are to examine the impact of BASO Model-Based Strategic Planning Training (as independent variable) and Training Follow up Sessions (as mediating variable) towards FELDA Mosque effectiveness. This research also examined the effect of transformational leadership as moderating factor towards mosque organisational effectiveness. This present research applied quasi-experimental approach to measure the impact of this intervention towards mosque leaders attitude, knowledge and skills. This longitudinal research consists of four time-line of pre-test and post-test data collection in the total duration of six months. This study findings provide empirical evidence to explained positive or negative impact of this BASO Model-Based Strategic Planning Training intervention. There are six main objectives, six research questions, twenty-four direct relationships tested to support variables used in this study research framework and forty-nine hypotheses analysed in order to achieve the research aims. Data analyses were conducted by a process of multivariate analysis using structural equation modelling (SEM) via AMOS (Analysis of Moment Structures) software package Version 21.0. Exploratory factor analysis (EFA) and confirmatory factor analysis (CFA) were performed to validate the scales. The results of the structural modelling revealed that for the direct relationships, 17 out of 24 hypotheses tested were supported whereas the remaining 7 were rejected. There are nine hypotheses on the mediating variable was supported whereas out of 15 sub-hypotheses on the one moderators tested, 6 were supported. There are 25 hypotheses explained the pre-test and post-test effects or results showed positive significant impact. The results provide evidence that BASO Model-Based Strategic Planning Training, Training Follow up sessions, and Transformational Leadership are the important antecedent towards shaping up the FELDA mosque effectiveness. This study intervention through BASO Model-Based Strategic Planning Training and supported by Follow up Sessions showed evidence that mosque leaders able to produce a comprehensive BASO model-based documented strategic intentions for all four sample mosques. This present study also evaluated six months posttest results on the execution of sample mosques short term action plans. Empirical data explained there were significant contribution of technical consultancy, peer review meetings and management support as mediating factors towards mosque effectiveness. Therefore, this BASO model-based strategic planning training supported by training follow up sessions is reliable to expand to other Rural Mosques in particular within the context of FELDA and Malaysia.