



**“THE FACTORS INFLUENCING ON EMPLOYEES TRANSFER OF
TRAINING AT THE NEW STRAITS TIMES PRESS BHD (NSTP)
BANGSAR”**

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**BACHELOR OF BUSINESS ADMINISTRATION (HONS.)
HUMAN RESOURCE MANAGEMENT
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UNIVERSITI TEKNOLOGI MARA
KAMPUS BANDARAYA MELAKA**

NOVEMBER 2010

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**Submitted in Partial Fulfillment
Of the Requirement for the
Bachelor of Business Administration (Hons)
Human Resource Management**

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“DECLARATION OF ORIGINAL WORK”

I, Nurul Farhana binti Hambali (I/C Number: 870626-14-5666)

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 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 specially acknowledged.

Signature: _____

Date: _____

LETTER OF SUBMISSION

29th October 2010

The Head of Programme
Bachelor of Business Administration (Hons.) Human Resource Management
Faculty of Business Management
Universiti Teknologi MARA
Kampus Bandaraya Melaka
110 Off Jalan HangTuah
73500 Melaka.

Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER (HRM 662)

Attached is the project paper titled “**THE FACTORS INFLUENCING ON EMPLOYEES TRANSFER OF TRAINING AT THE NEW STRAITS TIMES PRESS BHD (NSTP) BANGSAR**” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you.

Yours sincerely,

NURUL FARHANA BINTI HAMBALI
2008579423
Bachelor of Business Administration (Hons.) Human Resource Management

ABSTRACT

Transfer of training is an important human resource development (HRD) issue with respect to linking individual change to the requirements of the organizational system. The discussion on the transfer of training concepts has been an ongoing issue among human resource management practitioners and educationists. The researcher wants to look into whether participants of training program are able to transfer and apply the skills they learn to their work. The main objective of this research is to identify the main factor that influences transfer of training at The New Straits Times Press (Malaysia) Bhd (NSTP). The second objective is to examine the relationship between the factors towards transfer of training. The factors are trainee characteristics, training design and work environment. Researcher used questionnaire as a main tools in data collection method. A total of 65 sets of questionnaire have been successfully collected back from the respondent. Once the data have been collected, it will be analyzed using Statistical Package for Social Sciences (SPSS) version 14 to find out the frequency, percentage, mean and Pearson Correlation. As a result, with the both objectives stated, all independent variables have a positive relationship towards transfer of training.