



**A STUDY ON THE RELATIONSHIP BETWEEN TRAINING  
MOTIVATION FACTORS AND TRAINING EFFECTIVENESS AT  
PETRONAS CARIGALI SDN BHD (PCSB)**

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2009807366**

**BACHELOR OF BUSINESS ADMINISTRATION (HONS)  
INTERNATIONAL BUSINESS  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
KAMPUS BANDARAYA MELAKA**

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**Submitted in Partial Fulfillment  
of the Requirement for the  
Bachelor of Business Administration  
(Hons) International Business  
FACULTY OF BUSINESS MANAGEMENT  
UITM, MALACCA CITY CAMPUS**

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“DECLARATION OF ORIGINAL WORK”**

I, Nurul Haizat Binti Sharifuddin (I/C No: 880425145538)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or oversea 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 acknowledge

Signature :.....

Date:.....

## Letter of Submission

12 January 2012

The Head of Program

Bachelor of Business Administration (Hons) International Business

Faculty of Business Management

Universiti Teknologi MARA

Kampus Bandaraya Melaka

75000 Melaka

Dear Madam,

### SUBMISSION OF PROJECT PAPER

Attached is the project paper entitled "A Study on the Relationship between Training Motivation Factors and Training Effectiveness" to fulfill the requirement as needed by the faculty of Business Management, Universiti Teknologi MARA.

Thank You.

Yours sincerely,

Nurul Haizat Binti Sharifuddin

2009807366

Bachelor of Business Administration (Hons) International Business

## **ABSTRACT**

This project paper is prepared as a fulfillment of the Bachelor of Business Administration (Hons) majoring in International Business. The objective of this study was to find out whether is there any relationship between training motivation factors and training effectiveness. The study examines the influence of training motivation factors towards training effectiveness. In particular, training motivation factors such as personal related needs, job related needs, training reputation, training design and option to voluntary attendance are the key factors of training motivation. The study was carried out on a sample of 70 respondents of technical staff at Petronas Carigali Sdn Bhd. The data was analyzed using SPSS version 17.0. The finding shows that the independent variables which are personal related needs, job related needs, training design, training reputation, and option to voluntary attendance were very significant and related to training effectiveness.