

**THE TRANSFER OF TRAINING EXPERIENCE
TO THE JOB OF CIVIL SERVANTS AT
PUTRAJAYA**

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Sir,

Submission of the project paper.

In reference to the above matter, here with I enclosed the project paper for MKT 650, entitle ' The Transfer of Training Experience of The Civil Servants at Putrajaya' for your perusal.

The purpose of this research is to determine the diffusion of the training experience among the civil servants. Based on the research findings, a conclusion and recommendation has been proposed to the organization for further action.

It hopes that the thesis will meet the requirement of the faculty. I appreciate all the guidance and support that have been given upon the completion of this research.

Thank you for your kindness in accepting this project paper.

.....
Your Sincerely,

(MALINA IBRAHIM)

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ABSTRACT

THE TRANSFER OF TRAINING EXPERIENCE TO THE JOB OF CIVIL SERVANTS AT PUTRAJAYA

By

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APRIL 2001

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EN. NOOR AZAM ABD AZIZ.

The purpose of this study is to see the transfer of training experience to the job of the civil servants at Putrajaya. The objectives of this study are: (1) To determine the diffusion of the training activities to the job situation (2) To identify whether the training program promotes learning environment to the participants and (3) To determine whether trainees are able to evaluate the impact of training. A total of 40 participants of different level of education, age, gender and years of service were involved in the study. Data collected in the study was coded then analyzed using Statistical Package for Social Science (SPSS 10.0). With regards to objectives 1, there is a transfer of training experience happen after the Induction course was conducted. The test of hypothesis proofs this statement whereby the null hypothesis is rejected and alternative hypothesis is accepted. With regards to objectives 2 and 3, the overall respondents gave good assessment towards the performance to the attributes listed in the questionnaire. The average respondent's assessment was 4.00 which lean more towards agree. It shown that the respondents are able to establish the learning experience and they are able to evaluate the impact of the training program. However, there is still a room for improvement for the government to update their training program. To enhance the transfer effectiveness, it would appear that the training require an overall co-ordination, most likely centered at the executive level of an organization. The need to align the input of the training requires a control that is sufficient to span the training functions. By aligning the factors which contribute to the maintenance generalization of learned behaviour, government can begin more full realize the benefits of their human resource investment.

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