

**THE RELATIONSHIP OF KIRKPATRICK TRAINING
EVALUATION MODEL TOWARDS SUCCESSFUL OF
TRAINING AMONG MIDDLE LEVEL MANAGEMENT AT
UNIVERSITI MALAYSIA SARAWAK (UNIMAS)**

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January 2015

ABSTRACT

Nowadays, most of the organizations are unsure of whether the training that they provide to the employees will bring benefits to the both party. However, only a few researchers conducted the research on this matter. This study that has been done was to determine the relationship between Kirkpatrick Training Evaluation Model and the successful of training among the middle level management in Universiti Malaysia Sarawak (UNIMAS). The element of Kirkpatrick that is being explored is the four levels of Kirkpatrick which consists of Reaction, Learning, Behaviour, and Results that will contribute to the success of training. For gaining data, researcher used the method of distributing the questionnaire. As for the analyses and findings, researcher used SPSS software. Methods that are used in this software are Descriptive Statistics, Cronbach's Alpha of reliability, and Coefficient Correlations Test. The findings indicate that the element that contributed the most towards successful of training is Level 2: Learning. Based on these findings, recommendations regarding the relationship of Kirkpatrick Training Evaluation Model towards Successful of Training among middle level management at UNIMAS are made.

ACKNOWLEDGEMENT

I would like to offer my gratitude of Alhamdulillah to the Allah Almighty for giving me His blessing in completing this research paper. Without His consent, I would never be able to complete anything.

My first appreciation would go to my parents. Without their support, love, encouragement, faith and everything I have today, I will not be here today.

I would like to convey my appreciation to my supervisor, Miss Diyana Ramli for her guidance, encouragement, ideas, comments, tolerance, and support that allowed me to produce a better quality of my research. I also would like to express my appreciation to my research Lecturer, Dr. Halimaton Binti Abdul Khalid for her guidance and advice for the betterment of this research.

My acknowledgment would not be complete without my friends, who had given me support and co-operation in completing this research. Finally my sincere appreciation also goes to those who are directly and indirectly involved in this research paper.

Nurulazfina Binti Sidi

January 23, 2015

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CHAPTER 1

INTRODUCTION

This chapter presented the background of the study, statement of the problem, research objectives, research questions, significant of the study, limitations of the study and the definition of terms for each of the elements in this study.

Background of the Study

Nowadays, training is very crucial for an organization. The purpose of the training is to train employees for doing a better job or to increase their knowledge, skills and behaviors. According to Salvi (2009), the training was known to be an educational process. People can learn new information, re-learn and reinforce existing knowledge and skills, and the most important thing is to have time to think and consider what new options to improve their effectiveness at work. According to Steensma (2009), training is defined as the systematic combination of skills, rules, concepts or attitudes that can improve the performance of the trainees.

Training is an important way and necessary to improve the effectiveness of the employees and it also gives employees several benefits. The benefit of the training is to improve the job or career in the future. Moreover, the behavior and attitude of the employees can be used to create positive attitude or changes such as acquisitions of the new skills among employees. There is evidence that the training can