

**TRAINING DIMENSIONS AS A PREDICTOR TO
WORK PERFORMANCE OF NON-EXECUTIVE'S
EMPLOYEE AT LEMBAGA KOKO MALAYSIA, KOTA
SAMARAHAN, SARAWAK**

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ABSTRACT

The main objective of the study is to examine the relationship between training dimensions and work performance. The training dimension in this study consists of four variables namely reaction, learning, behaviour and result. The training dimensions variables been developed by Kirkpatrick model (1996) which consists of reaction, learning, behaviour and result used in this study. Work performance has been developed by Borman and Motowidlo (1993) that consist of task and contextual performance. The total numbers of 52 were distributed to 6 department at Lembaga Koko Malaysia, Kota Samarahan, Kuching, Sarawak. The return rates of questionnaire were 52 (86%). The researcher used correlational research design in this study. The data were analyzed using SPSS version 20.0. In this study, 9 hypotheses were tested. From the findings, it was found that behaviour has the significant and positive relationship toward work performance. Furthermore, based on the findings also it was found that result has the highest influences toward work performance. It can concluded that from the findings, the training dimensions that have been practiced at the organization has effects toward employees work performance. As a result, the management should be concerned with the training dimension variables which lead to the employees work performance.

Keywords: Training dimensions, reaction, learning, behaviour, result, work performance, task performance, contextual performance.

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CHAPTER 1

INTRODUCTION

This chapter describes the background of the study, problem statement, research objective, research question, hypotheses, significant of study, limitations of study and definition of terms.

BACKGROUND OF THE STUDY

According to Abdul Hair Awang (2010), from article of News Strait Times regarding of impact of training on firm's outputs and labor found that worker who received formal training form their previous employer were 16% more productive than worker who did not receive any training from their previous employer.

Training is an excellent tool for knowledge transfer and empowers employees to grow their talents and do better in their existing job and results in a culture of loyalty to the organization they work for (Aasim Khalid, 2013). It is significantly for organizations to construct training for enhance employee potential in order to develop desired knowledge, skills and abilities.

Work performance cannot be over looked by the organization because it is represented the image or reputation of output that produced by employees. It involved all aspect which directly or indirectly affect and related to the work of the employees. According to Kinicki and Kreitner (2007) employee performance is higher in happy and satisfied workers and the management find it easy to motivate