



**THE IMPACT OF SUPERVISOR'S ROLES
IN THE TRAINING PROGRAM ON THE TRANSFER OF TRAINING**

SUFI FARHANA BINTI MOHD KAMARI

2015208242

**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)**

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

KAMPUS BANDARAYA MELAKA

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**Submitted in Partial Fulfilled of the
Requirement for the
Bachelor of Business Administration with Honours
(Human Resource Management)**

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

BANDARAYA MELAKA

JANUARY 2018

DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS (HUMAN RESOURCE MANAGEMENT) FACULTY OF BUSINESS MANAGEMENT UNIVERSITI TEKNOLOGI MARA "DECLARATION OF ORIGINAL WORK"

I am Sufi Farhana Binti Mohd Kamari, (I/C Number: 940613-05-5232)

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 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 acknowledged.

Signature: _____

Date: _____

LETTER OF TRANSMITTAL

JANUARY 2018

The Head of Program

Bachelor of Business Administration (Hons.) Human

Resource Faculty of Business Management Universiti

Teknologi Mara

Kampus Bandaraya Melaka

110 Off Jalan Hang Tuah

75300 Melaka

Dear Madam,

SUBMISSION OF FINAL REPORT

Enclosed herewith is a thesis entitled “**THE IMPACT OF SUPERVISOR’S ROLES IN THE TRAINING PROGRAM ON THE TRANSFER OF TRAINING**” I hope this thesis will meet the requirement and expectation from you and the faculty. Thank you very much for all guidance and supports you have generously rendered upon the completion of this thesis.

Yours sincerely

SUFI FARHANA BINTI MOHD KAMARI

I/C Number: 940613-05-5232

ABSTRACT

Supervisors as a person who are responsible to monitor and supervise their subordinates in the organization. They need to make sure every newly learning from the training programs must be transferred into the job effectively. So that, the supervisors need to pay more attention towards how the knowledge, skills and abilities can be transfer to the workplace. In this research, the researcher conducted to examine the relationship between supervisor's roles in the training programs on the transfer of training.

The study that has been conducted was using quantitative study while the research instrument that being used is self-administered questionnaire. Besides that, convenience sampling has been used as the sampling method and the total number of respondent is 186 employees working in the Cargo Division at the Pos Aviation Sdn Bhd Sepang, Selangor. In addition, this study has been used Statistical Package for the Social Science (SPSS) Version 22 to analyze the data analysis and findings. Therefore, it was found that supervisor support and supervisor assignment decision are significantly influence transfer of training. Meanwhile, supervisor support not significantly influence transfer of training.