



DEVELOPING EMPLOYEE'S TECHNICAL SKILLS: THE RELATIONSHIP BETWEEN TRAINING EFFECTIVENESS AND EMPLOYEES PERFORMANCE

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DECLARATION OF ORIGINAL WORK



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"DECLARATION OF ORIGINAL WORK"

I, KHAIRIYAH BINTI ABDUL HAMID

(IC Number:880418565286),

Hereby declared that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being currently submitted for this degree or any other degrees.
- The 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 SUBMISSION

MAY 2011

The Coordinator Industrial Training
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Faculty of Business Management
University Teknologi MARA
75200 Melaka

Dear Sir,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled “**DEVELOPING EMPLOYEE’S TECHNICAL SKILLS: THE RELATIONSHIP BETWEEN TRAINING EFFECTIVENESS AND EMPLOYEES PERFORMANCE**” to fulfil the requirement as needed by the Faculty of Business Administration, University Technology of MARA.

Thank you.

Yours sincerely

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ABSTRACT

Project paper titled **“DEVELOPING EMPLOYEE’S TECHNICAL SKILLS: THE RELATIONSHIP BETWEEN TRAINING EFFECTIVENESS AND EMPLOYEES PERFORMANCE”** is conducted as partial requirement to fulfil the requirement as needed by the faculty of Business Management, MARA University of Technology (UITM). The intention of this study is to identify the most factors that affecting the job performance among employees in the Amanahraya Berhad as the scope study in this research and the significant relationship between factors influencing their job performance. The researcher chooses to use descriptive research design as method and the researcher use survey in order to gain the data. Data used in this research are primary and secondary data such as journal and books. Researcher also use questionnaire to attain the data in order to get the feedback from Amanahraya Berhad’s employees.

The sample size in this research is 60 respondent of ARB’s employees’ itself. Based on reliability test, respondent profile, frequency, Pearson correlation and multiple regressions, a clear findings and result is observed. The finding showed that most of the employee have moderate of effectiveness of training with the employee’s motivation, and training environment while superior supports show the low correlation on effectiveness of training. Other than that, trainer’s skills have high correlation with effectiveness of training. The researcher is also able to give some recommendations and suggestion on how to improve and increase job performance of the employee’s after analysis, findings and interpretation. The conclusion of this study was the outcome from the survey analysis and findings.

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