



**THE FACTORS THAT INFLUENCE THE TRANSFER OF TRAINING
AMONG ACADEMIC STAFFS IN
UNIVERSITI TEKNIKAL MALAYSIA MELAKA (UTeM)**

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DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCES)
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UNIVERSITI TEKNOLOGI MARA
“DECLARATION OF ORIGINAL WORK”**

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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 our independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of our information have been specifically acknowledged.

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LETTER OF TRANSMITTAL

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Dear Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled “**THE FACTORS THAT INFLUENCE THE TRANSFER OF TRAINING AMONG ACADEMIC STAFFS IN UNIVERSITI TEKNIKAL MALAYSIA MELAKA (UTeM)**” to fulfill the requirement as needed by the Faculty of Business and Management, Universiti Teknologi MARA.

Thank you.

Yours sincerely,

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NURAYUNI BINTI MAHABIB (2012563573)

Bachelor of Business Administration (Hons) Human Resource Management

ABSTRACT

Transfer of training can be the one of the important elements in the training efficiency because it can boost up organization and employees performance level. Transfer of training can be influenced by many factors that can affect it from happening. The purpose of this study is to examine the instrumentality, learner readiness, peer support and supervisor support which identified could influence the transfer of training among academic staffs or lecturers. The primary data with sample size of 175 respondents have been collected through a set of questionnaire from academic staffs in engineering course at University Teknikal Malaysia Melaka (UTeM). Based on the analysis, found that instrumentality and learner readiness has moderate positive relationship with transfer of training. Meanwhile, peer support and supervisor support has weak positive relationship with transfer of training. This study provides overview of the relationship between the factors that influence the transfer of training and the dominant factor in influencing a transfer of training.

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