



**FACTORS INFLUENCING THE TRANSFER OF TRAINING**

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**BACHELOR OF BUSINESS ADMINISTRATION  
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)  
FACULTY OF BUSINESS MANAGEMENT  
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CAWANGAN MELAKA, KAMPUS BANDARAYA MELAKA**

**JUNE 2019**

**DECLARATION OF ORIGINAL WORK**



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“DECLARATION OF ORIGINAL WORK”**

I, MUHAMMAD AMIN BIN AZHAR, (IC NUMBER: 971107025809)

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:

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**Muhammad Amin Bin Azhar**

## LETTER OF SUBMISSION

June 2019

Madam Suraya Hamimi Binti Mastor  
Lecturer of Universiti Teknologi MARA (UiTM)  
Cawangan Melaka, Kampus Bandaraya Melaka  
110, Off Jalan Hang Tuah,  
75300 Melaka.

Dear Madam,

### SUBMISSION OF PROJECT PAPER

Enclosed herewith is the project paper entitled **FACTORS INFLUENCING THE TRANSFER OF TRAINING** to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA (UiTM).

Thank you.

Sincerely,

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Muhammad Amin Bin Azhar  
BBA (Hons.) Human Resource Management  
2016807162

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## **ABSTRACT**

In this era, training and development is one key area in which all the organization realised its importance. Major companies with huge budget on the training are able to provide the best training for their employees. However, small to medium companies were not left behind in this matter since they also heavily invested on the training program. With a huge investment on training program, all would come to waste if the transfer of training itself is not achieved successfully. This study will be looking into the factors influencing the transfer of training among the employees of Pertubuhan Keselamatan Sosial (PERKESO) Melaka. The researcher used three different independent variables consisting of supervisor support, peer support and training design which could influence the transfer of training. This study was conducted using simple random method for the sampling size and use the primary data from questionnaire distributed to the respondents. The respondents that were selected are amounted to a total of 53 respondents from PERKESO Melaka. The data then was analysed using Statistical Package for Social Science (SPSS). The results found that supervisor support and peer support were the only independent variable that influence the transfer of training, but training design does not. The findings proved that supervisor support is the most influencing factors in transfer of training among the employees of PERKESO Melaka.