



**FACTORS AFFECTING EMPLOYEES TRANSFER OF TRAINING  
AMONG SUPPORTING STAFFS AT MINISTRY OF INTERNATIONAL TRADE AND  
INDUSTRY**

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KAMPUS BANDARAYA MELAKA**

**JUNE 2016**

## **DECLARATION OF ORIGINAL WORK**



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UNIVERSITI TEKNOLOGI MARA  
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## **DECLARATION OF ORIGINAL WORK**

I, Nor Farrah Waheeda Binti Zulkiffly, (I/C Number: 931114-06-5730)

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 SUBMISSION

Date: 27 June 2016

Program Coordinator

Bachelor of Business Administration (Hons.) HRM

Faculty of Business Management

Universiti Teknologi Mara

Kampus Bandaraya Melaka

Dear Sir/Madam,

### **THE SUBMISSION OF PROJECT PAPER HRM 672**

As mentioned here, the title of the research is “**FACTORS AFFECTING EMPLOYEES TRANSFER OF TRAINING AMONG SUPPORTING STAFFS AT MINISTRY OF INTERNATIONAL TRADE AND INDUSTRY**”. The purpose is to fulfill the requirement for the study by the Faculty of Business Management, Universiti Teknologi Mara and we hope after doing this research, we have successfully complete the entire requirement for our study.

Thank you.

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Yours faithfully,

NOR FARRAH WAHEEDA BT ZULKIFFLY

2014662336

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## **ABSTRACT**

In Malaysia, organizations implement various types of training programs to develop their employees' skills. From the researcher's perspective the training programs still lack of expertise in order to compete with the private organization for instance trainers' lack of knowledge, training does not meet their main objective and insufficient cost. Therefore, this study attempts to study the factors that affect the transfer of training among the supporting staff at Ministry of International Trade and Industry (MITI). There are three independent variables which are training design, work environment and trainer characteristic whereas the transfer of training is the dependent variable. The research involved 196 of the supporting staffs at Ministry of International Trade and Industry (MITI) as the respondents. The result of the study shows that all the three independent variables influence the transfer of training. The strongest influence on transfer of training is from training design. Besides, the study also is expected to guide the top management of the organization to provide more effective training programs and better understand the concept of transfer of training after post-training.