

**TRAINING EFFECTIVENESS: AN EXPLORATORY STUDY OF
PASUKAN LATIHAN PEGAWAI SIMPANAN (PALAPES)
UNIVERSITI UTARA MALAYSIA**

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LETTER OF REPORT SUBMISSION

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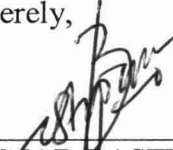
Dear Prof:

SUBMISSION OF FINAL REPORT

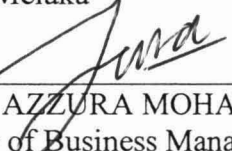
Attached is the final report titled "TRAINING EFFECTIVENESS: AN EXPLORATORY STUDY OF PASUKAN LATIHAN PEGAWAI SIMPANAN (PALAPES) UNIVERSITI UTARA MALAYSIA" to fulfill the requirement as needed by UiTM for confirmation purposes.

Thank you.

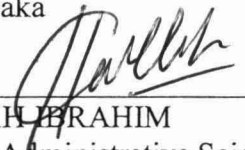
Your sincerely,



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Table of Contents	Page
Letter of Report Submission	i
Letter of Offer (Research Grant)	ii
Acknowledgements	iii
Enhanced Research Title and Objectives	iv
List of Tables	v
List of Figures	vi
Abstract	vii
1.0 INTRODUCTION	
1.1 Introduction of Training in Malaysia	1
1.2 Problem Statement	3
1.3 Research Question	4
1.4 Research Objectives	4
1.5 Scope of study	5
1.6 Significance of study	5
1.7 Definition of term	8
2.0 LITERATURE REVIEW	
2.1 Review of Related Literature	9
2.1.1 Training Effectiveness	9
2.1.2 Trainee Effects: Training Motivation and Training Assignment	12
2.1.3 Trainer Encouragement	17
2.1.4 Goal Orientation	20
2.2 Theoretical Framework	23
3.0 RESEARCH METHODOLOGY	
3.1 Introduction	24
3.2 Research Design	
3.2.1 Type of Study	24
3.2.2 Unit of Analysis	24
3.2.3 Sample and Sampling Technique	24
3.3 Measurement	25
3.4 Data Collection and Administration	27
3.5 Data Analysis Techniques	27
4.0 RESULTS AND DISCUSSION	
4.1 Introduction	28
4.2 Reliability Test	28
4.3 Respondent Profile	28
4.4 Results	
4.4.1 Objective 1	
4.4.1.1 Trainee effects and training effectiveness	31
4.4.1.2 Trainer encouragement and training effectiveness	31
4.4.1.3 Goal orientation and training effectiveness	32
4.4.2 Objective 2	32
4.5 Summary of Findings	33

5.0 CONCLUSION AND RECOMMENDATION

5.0 Conclusion

5.1 Trainee effects (training motivation and training assignment) 35

5.2 Trainer Encouragement 36

5.3 Goal Orientation 36

6.0 Recommendation 37

REFERENCES 38

RESEARCH OUTCOMES 42

APPENDICES

Appendix I – Sample Questionnaire

Appendix II- Conference Proceeding and Papers

ABSTRACT

The aim of this study is to examine the effectiveness of training in Pasukan Latihan Pegawai Simpanan (PALAPES) by exploring the trainee's effects, trainer's encouragement and the effect of goal orientation. The government especially Ministry of Defence have spents RM8.2 million a year to manage the training and exercises as well as clothing allowances whereby excluding the trainer salary and building infrastructure (Ministry of Defence, 2004). Even though there could be fewer research on training effectiveness of PALAPES, this exploratory study might be the stepping stone to examine the effectiveness of PALAPES's training. The findings of this study suggest that to improve the training, PALAPES should determine the trainee's motivation and voluntarily before they join PALAPES; the trainer give encouragement to make sure the cadets could apply what they have learned in the training sessions; and PALAPES could set their goal orientation why they should join and achieved in the end of their training. Therefore, by improving this training through these variables, the training effectiveness of PALAPES can be achieved.