

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

BY:

**MOHAMMAD BASTYIAN MAHMUD
KHALILAH IBRAHIM
NOOR AZZURA MOHAMED**

SEPTEMBER 2012

LETTER OF REPORT SUBMISSION

3rd September 2011
Prof. Dr. Abu Bakar Abdul Majid
Penolong Naib Canselor (Penyelidikan)
Institut Pengurusan Penyelidikan
Universiti Teknologi MARA
40450 Shah Alam

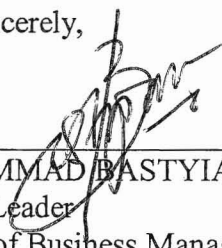
Dear Prof:

SUBMISSION OF FINAL REPORT

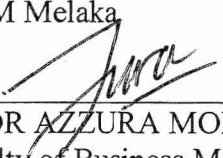
Attached is the final report titled "TRAINING EFFECTIVENESS: AN EXPLORATORY STUDY OF PASUKAN LATIHAN PEGAWAI SIMPANAN (PALAPES) UNIVERSITI UTARA MALAYSIA" to fulfill the requirement as needed by UiTM for confirmation purposes.

Thank you.


Your sincerely,



MOHAMMAD BASTYIAN MAHMUD
Project Leader
Faculty of Business Management
UiTM Melaka



NOOR AZZURA MOHAMED
Faculty of Business Management
UiTM Melaka



KHALILAH IBRAHIM
Faculty of Administrative Science and Policy Studies
UiTM Melaka

Surat Kami : 600-RMI/SSP/DANA 5/3/Dsp (265/2011)
Tarikh : 8 Jun 2011



En Mohammad Bastyan Mahmud
Fakulti Sains Pentadbiran dan Pengajian Polisi
Universiti Teknologi MARA Cawangan Melaka
KM. 26, Jalan Lendu
78000 Alor Gajah, Melaka

Y. Brs. Profesor./Tuan/Puan

KELULUSAN PERMOHONAN DANA KECEMERLANGAN 06/2011

Tajuk Projek : Training Effectiveness : Trainee Effects, Trainer Effects and Goal Orientation an Exploratory Study of Pasukan Latihan Pegawai Simpanan (PALAPES) Universiti Teknologi MARA Shah Alam
Kod Projek : 600-RMI/SSP/DANA 5/3/Dsp (265/2011)
Kategori Projek : Kategori F (2011)
Tempoh : 15 Jun 2011 – 14 Jun 2012 (12 bulan)
Jumlah Peruntukan : RM 5,000.00
Ketua Projek : En Mohammad Bastyan Mahmud

Dengan hormatnya perkara di atas adalah dirujuk.

2. Sukacita dimaklumkan pihak Universiti telah meluluskan cadangan penyelidikan Y. Brs Profesor/tuan/puan untuk membiayai projek penyelidikan di bawah Dana Kecemerlangan UiTM

3. Bagi pihak Universiti kami mengucapkan tahniah kepada Y. Brs. Profesor/tuan/puan kerana kejayaan ini dan seterusnya diharapkan berjaya menyiapkan projek ini dengan cemerlang.

4. Peruntukan kewangan akan disalurkan melalui tiga (3) peringkat berdasarkan kepada laporan kemajuan serta kewangan yang mencapai perbelanjaan lebih kurang 50% dari peruntukan yang diterima

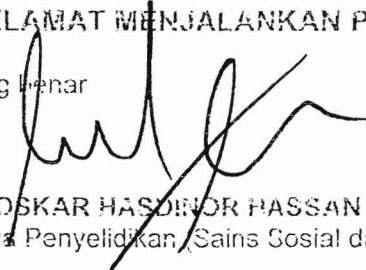
Peringkat Pertama	20%
Peringkat Kedua	40%
Peringkat Ketiga	40%

5. Untuk tujuan mengemaskini, pihak Y. Brs. Profesor/tuan/puan adalah diminta untuk melengkapkan semula kertas cadangan penyelidikan sekiranya perlu, mengisi borang setuju terima projek penyelidikan dan menyusun perancangan semua bajet yang baru seperti yang diluluskan. Sila lihat lampiran bagi tatacara tambahan untuk pengurusan projek.

Sekian, harap maklum.

"SELAMAT MENJALANKAN PENYELIDIKAN DENGAN JAYANYA"

Yang benar


DR OSKAR HASDINOR HASSAN
Ketua Penyelidikan (Sains Sosial dan Pengurusan)

Enhanced Research Title and Objectives

Original Title as Proposed:

Training effectiveness: Trainee Effects, Trainer Encouragement And Goal Orientation.
An exploratory study of Pasukan Latihan Pegawai Simpanan (PALAPES) Universiti Utara Malaysia.

Improved/Enhanced Title:

Training effectiveness: An exploratory study of Pasukan Latihan Pegawai Simpanan (PALAPES) Universiti Utara Malaysia.

Original Objectives as Proposed:

- i) To identify the relationship between trainee effects, trainer effects and goal orientation with training effectiveness.
- ii) To examine whether trainee effects, trainer effects and goal orientation could predict training effectiveness.

Improved/Enhanced Objectives:

- i) To identify the relationship between trainee effects (training motivation and training assignment), trainer encouragement and goal orientation with training effectiveness.
- ii) To examine whether trainee effects, trainer effects and goal orientation could predict training effectiveness.

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.