



اَوْنُوْرَسِيْتِي تِيكْنُوْلُوْجِي مَارَا
UNIVERSITI
TEKNOLOGI
MARA

RESEARCH PROPOSAL

sarawak  energy

Title: A Study on Training factors and its effect that
influence employee performance in Sarawak Energy
Berhad

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Abstract

In Malaysia so many enterprise implement various training program to enhance their employees by working performance. But as overall view, the training environment still exist shortages in enterprise today, for instance, lack of knowledge of training, resources, trainer etc. Employee training has been a matter of concern and attention by many business fields nowadays. Organizations realize that employee training is an essential element to increase efficiency of job performance and keep their business running, as competition are getting more intense.

Training is the process of providing employees with specific skills or helping those correct deficiencies in their performance (**David, 2010**). This study, combining theoretical and empirical research, trying to find factors that affect employee training and its impact in acting human resource practices thereby laying the theoretical foundation for the future research about survey on the employees training, also provide a good reference.

Therefore, the problem addresses in this study is examine the factors affect training (types of training, training environment, work environment and employees' personal characteristics) and training effectiveness on human resources practices in **Sarawak Energy Berhad**. This research also determines the main factors which influences employee training on human resources practices. Management is committed to human resources development as well as its socials responsibilities through various programs. Training and development programs are offered by **Sarawak Energy Berhad** that training programs also adapted to the latest technological advance.

CHAPTER 1

INTRODUCTION

1.0 Introduction

Employee training has been a matter of concern and attention by any business field nowadays. Organization realize that employee training is an essential element to increase efficiency of job performance and keep their business running, as competition are getting more intense. Training is the process of providing employees with specific skills or helping those correct deficiencies in their performance (**David, 2010**). For example, new equipment may require workers to learn new ways of doing the job or a worker may have a deficient understanding of a works process.

In both sides, training can be used to correct the skill deficit. Training is focus on the current job, the scope of training is on individual employees (**Robert, 2010**). It is also job specific and addresses particular performance deficits or problem. Training tends to focus on immediate organizational needs and fairly quick improvement in workers' performance. It strongly influences present performance levels. A fundamental objective of training is the elimination or improvement of performance problems.

To be successful, a training program must have cleared stated and realistic goals (**David, 2010**). These goals will guide the program's content and determine the criteria by which its effectiveness will be judged. For example, management cannot easily realistically expect that one training session will make everyone an accounting expert. Such a specific skills, the training needs to be targeted to those skills areas. In contrast, the company's training goals may be provide employees with a broader understanding of the organizations (**Luis, 2010**).

1.1 Background of Study

Now a days, there are more technology are been use by every organization to help them run their business. Due to this development, organizations are required to train their employees so that they have enough skill to handle the new machine or other technology stuff. Furthermore, training factor such as trainee motivation to learn more by joining more training programs and line manager support by giving them praised and motivation for them to improve more, beside that work environment and employee attitude also lead to make that training become more effective. This was supported by (Pelham, 2009), suggested that when employee have been trained in a training program, the training effectiveness is likely to be followed by job behavior.

Due to this it help the employees to gain more knowledge and skills to make them more productive. Previous studies also suggest that demographic variables such as age, degree held, and experience were related to training impact in some studies (Devins, Johnson and Sutherland, 2004). Due to suggested above it make this research are more valid and this can be implement in every organization to help them run their business by focusing on training factors that influence the training effectiveness towards employees performance.

In my research, the issues is where I want to find out the best way to see the effect of training factors toward training effectiveness that lead to the employees high performance for helping out the organization's success. In the article that written by R.J.Bruno and K.R.Karr, (2003), "*The mean of evaluating and improving the effectiveness of the training*" said that in their article, the better the training provide to the employees the more productive they are beside it helps organization achieve their goals in short time.