

THE RELATIONSHIP BETWEEN TRAINING AND DEVELOPMENT WITH
ORGANIZATIONAL PERFORMANCE AMONG NON-EXECUTIVE
EMPLOYEES AT MENARA SARAWAK ENERGY BHD (SEB)

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ABSTRACT

This study designed to examine the relationship between training and development with organizational performance among the employees. The focus of the objectives in this study is to identify whether the Training Design, On-The-Job Training, Delivery Style influence the Organizational Performance in the organization. There are three variables that used to determine the organizational performance. Therefore, there are four hypotheses from the literature review evolved to observe the influence of independent variables toward organizational performance and it shows the significant effect towards the organizational performance. The research confirm that Training Design, On-The-Job Training, Delivery Style gives high impact on the organizational performance. The final results show that each of the variables gives significant affect to the organizational performance and it is based on the literature value. For training design and on-the-job, it shows weak correlation in which the value of $r=.200$ and $r=.038$ and also $r=.300$ and $r=.001$ respectively. However, delivery style has correlation value that was moderate in $r=.575$.

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CHAPTER 1

INTRODUCTION

Background of the Study

Training is the activity that involves two parties which are trainer and trainees. Davidson, Chinman, Kloos, Weingarten, Stayner & Tebes (2010) stated that providing employees with specific skills or helping them connect deficiencies in their performance are the process of training. Training and development is conducted within a specific period of time depending on what the training is about. Training and development includes the module that is customized based on what their needs. It can also improve the trainee's knowledge and polishing their skills. With training and development, employees will find their individual abilities and prepare them for current and future job so that they know the level of their abilities and improved them after a certain period of time. According to Khan et.al. (2011), training is important to enhance the capabilities of employees. When training and development is effective, it is not only can contribute to the productivity of the organization but also lead to higher profit and investment in the organization.

According to Raza (2014), the behaviour or attitude that have been measured as organization performance showed the method and skills of the management especially line management that helps them to use the resources successfully and professionally with proficiency. However, organizational performance can only be