

**RELATIONSHIP BETWEEN ON-THE-JOB
TRAINING AND WORK PERFORMANCE
AMONG ACADEMIC STAFF IN FACULTY
OF EDUCATIONAL STUDIES AT
UNIVERSITI PUTRA MALAYSIA**

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ABSTRACT

Research has found that employee training has been matter of concern and attention by many organizations and learning institutions in Malaysia. Hence, various training program implement to enhance employees' work performance. According to Treven (2008) state that training is a learning experience in that it seeks a relatively permanent change in an individual that will improve the ability to perform on the job. This study reports shows the relationship between on-the-job training and work performance among academic staff in Faculty of Educational Studies at Universiti Putra Malaysia. The studies have shown that academic staff is apprehensive about the types of training that relate to their work performance in their career. The theoretical framework for this study is based on conceptual framework. Two dimensions representing independent variables contribute to on-the-job training are coaching and internship. Meanwhile, dependent variables contribute to work performance represented by two dimensions that are quality of work and job knowledge. Data are gathered through study and questionnaire that distribute to among academic staff in Faculty of Educational Studies at Universiti Putra Malaysia. Findings from this study provided insights on effectiveness of training attended by academic staff towards their work performance.

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CHAPTER 1

INTRODUCTION

Chapter Overview

The Chapter One described two types of training, coaching and internship, statement of the problem and the research objectives, introduced the research questions and the significant of the study, the study limitations and defined terms used as the basis of this study.

Background of Study

Training and development play important roles in the effectiveness of organizations and to the experiences of people in work. In many businesses, training programs have focused primarily on internal benefits through employee training (Chow et al., 2008). Training is a company's planned effort to facilitate employees learning of job-related competencies (Noe, 2011). On-the-job training is task oriented training which training an individual to learn a job while working on it (Dessler, 2013). The goal of training is for employees to master the knowledge, skills and behaviors emphasized in training and applied them to their day-to-day activities. In this study, we will learn about two types of training which are coaching and internship. Most large organizations in the world today have coaching programs in place. It was supported by past researcher (Chapman et al., 2003; Wilson, 2007; Toit 2012) state that coaching has long been a popular means of management development