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**Transfer of Training and its effect on Job Performance
A case study of Jempol District Council**

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CHAPTER 1

INTRODUCTION

1.1 Introduction

Vision 2020 highlights on making Malaysia as one of the emerging country levelled with Japan, Singapore and China particularly in Human Resource Development. Massive training programs can be seen as one of the efforts made by the government to guarantee that every employee specifically public servants get acceptable knowledge and skills to perform their tasks. This chapter focused on the background of transfer of training and its effect on job performance. It specifically examined the role of transfer of training in influencing the job performance of public servant of Jempol District Council. Section 1.2 discussed the background of the study, Section 1.3 explained the problem statement and Section 1.4 stated the research questions. Section 1.5 stated the research objectives and Section 1.6 explained about the information regarding the area and scope of study. In addition to that, Section 1.7 emphasized on the significant of study and lastly Section 1.8 is about definition of terms and concepts.

CHAPTER 2

LITERATURE REVIEW

2.1 Introduction

This chapter provided a review of literature of transfer training and how it affects the employees' job performance. Section 2.2 determining all the concepts and elements of this study which includes the dependent and independent variables. In addition, section 2.3 discussed about the relevant theory used in this study which is Conceptual Model of training transfer and finally, section 2.4 provides the conceptual framework of this study and section 2.5 which is the summary for hypothesis.

2.2 Concepts and elements

2.2.1 Concept of transfer of training

There is a strong belief that training is important not only because it is necessary for building and maintain an effective workforce, but also because it drives corporate well-being and provides organizations with a competitive advantage (Saks and Burke, 2014). Transfer of training refers to the utilization of learning, skills and attitude, picked up during training, to the work environment (Blumeetal.,2010). An employee is considered to have transferred the training to his/her work environment when he/she can apply the new learned information, abilities and demeanours to their occupation. Transfer of training is a procedure that happens after the training is finished

CHAPTER 3

RESEARCH METHODOLOGY

3.1 Introduction

After reviewing the literature linked to this study in the preceding chapter, the research methodology used in this study will be discussed profoundly in this chapter. This chapter was divided into nine (9) sections which are research design (Section 3.2), unit of analysis (Section 3.3), population and sample (Section 3.4), sampling technique (Section 3.5), measurement and instrument (Section 3.6), reliability and (Section 3.7), data collection method and procedures (Section 3.8), data analysis technique (Section 3.9) and chapter summary (3.10). The research design discussed about the plan of study, the methodology, and method used as well as the location, population, and sample. The instrumentation used set of questionnaires from the reliability and validity must be determined before used in the research study. Other than that, the procedures of data collection and analysis of data collection is also being discussed in this chapter.

3.2 Research design

Survey research methodology is viewed as the strategy used as a part of this research. The principle asset of information gathering is gotten through questionnaires and in addition pilot study. The reason of utilizing this overview technique was to get the information or data from a specific or particular example without including any undesirable input in respects the relationship between transfer of training and job performance.