



**RELATIONSHIP BETWEEN CAREER COMMITMENT, SUPERVISORY
SUPPORT AND OPPORTUNITY TO PERFORM TOWARDS MOTIVATION
TO TRAINING TRANSFER OF ALL MANAGER POSITIONS IN MATRADE**

**AMIRA ALIAH BINTI ROSLI
2015884732**

**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS(HUMAN RESOURCE)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
MELACCA CITY CAMPUS**

JULY 2017

ACKNOWLEDGMENT

First and foremost, I might want to extend my most prominent on account of Allah the Almighty. Without the quality, learning and great healthy granted to me it is difficult to finish this study.

My earnest appreciation to my research supervisor, Madam Noor Rafhati and my second examiner, Dr Ramesh Krishnan, who have drilled and gave their significant guidance all through this venture.

In gratefulness to the support of my dearest family, for the persistence, comprehension and consolation given all through this review and my degree courses. Extraordinary appreciation to my dad named Rosli Bin Hussien, my mom Jamaliah Binti Anuar and not to forget my beloved siblings.

I might want to offer my thanks and on account of my speakers and staff of UiTM Melaka City Campus for their support and help all throughout my thesis. Other than that, I should not overlook my colleagues and friends who gave me consolation and ceaseless support in finishing my thesis.

In conclusion, my greatest appreciation to Malaysia External Trade Development Corporation (MATRADE) and all entire staff for giving me openings and exposures to do a temporary position in their esteem organizations. With the knowledge and experience I gained in MATRADE. it truly helps me in finishing my thesis.

ABSTRACT

The reason for this study was to distinguish the connection between career commitment, supervisory support and opportunity to perform towards motivation to transfer training of all managers in MATRADE. Henceforth, this study analyzes the relationship between career commitment, supervisory support and opportunity to perform towards motivation to transfer training. Data were gathered from 52 respondents of manager position with 44 grades of each department in MATRADE, An set of questionnaire was been utilized as a research instrument. This research was ascertained by SPSS Version 20.0 to test the speculation gotten from Pearson correlation analysis, reliability of the questions from questionnaires and the relationship derived from coefficient table. The findings reveals that career commitment, supervisory support and opportunity to perform have significantly affects the motivation to transfer training. The limitation of the study is that there are time constraint and collaboration from respondents during leading this research. This is a direct result of the restricted time to aggregate every one of the data. Other than that, the questionnaire should be given early to the respondents so as to get participation from the respondents.

TABLE OF CONTENTS

DECLARATION OF ORIGINAL WORK	i
LETTER OF SUBMISSION	ii
ACKNOWLEDGMENT	iii
LIST OF TABLES	vii
ABSTRACT	viii
CHAPTER 1	1
INTRODUCTION.....	1
1.0 INTRODUCTION.....	1
1.1 BACKGROUND OF STUDY	1
1.2 BACKGROUND OF COMPANY	2
1.3 PROBLEM STATEMENT	4
1.4 RESEARCH QUESTIONS.....	6
1.5 RESEARCH OBJECTIVES.....	6
1.6 SCOPE OF STUDY	6
1.7 SIGNIFICANCE OF STUDY	7
1.7.1 Employees	7
1.7.2 Organisations	7
1.7.3 Future Researchers	7
1.8 DEFINITION OF TERMS	8
1.8.1 Transfer of training	8
1.8.2 Motivation to training transfer	8
1.8.3 Career commitment	9
1.8.4 Supervisory support	9
1.9 LIMITATION OF STUDY.....	10
1.10 CONCLUSION	10
CHAPTER 2	11
LITERATURE REVIEW	11
2.0 INTRODUCTION.....	11
2.1 DEPENDENT VARIABLES.....	11
2.1.1 Motivation to training transfer	11
2.2 INDEPENDENT VARIABLES	15
2.2.1 Career commitment	15
2.2.2 Supervisory support	16

2.2.3 Opportunity to perform	17
2.3 CONCLUSION	20
CHAPTER 3.....	21
RESEARCH METHODOLOGY	21
3.0 INTRODUCTION.....	21
3.1 RESEARCH DESIGN	21
3.2 POPULATION	22
3.3 SAMPLE SIZE	22
3.4 SAMPLING TECHNIQUE	23
3.5 INSTRUMENT DEVELOPMENT	23
3.6 DATA COLLECTION.....	26
3.7 DATA ANALYSIS	26
3.8 CONCLUSION	27
CHAPTER 4.....	28
FINDINGS AND ANALYSIS	28
4.0 INTRODUCTION.....	28
4.1 DESCRIPTIVE STATISTICS	29
4.2 RELIABILITY ANALYSIS	31
4.3 PEARSON CORRELATION ANALYSIS	33
4.4 HYPOTHESIS TESTING	35
4.5 REGRESSION ANALYSIS	36
4.6 CONCLUSION	38
CONCLUSION AND RECOMMENDATION.....	39
5.0 INTRODUCTION.....	39
5.1 DISCUSSION	39
5.2 RECOMMENDATION	41
5.3 RECOMMENDATION FOR THE ORGANISATION.....	41
5.4 RECOMMENDATION FOR FUTURE STUDIES.....	43
5.5 CONCLUSION	44
REFERENCES.....	45
APPENDIX	48