



**FACTORS INFLUENCING TRANSFER OF TRAINING AT
E&P O&M SERVICES (EPOMS) SDN. BHD.**

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ABSTRACT

This research was carried out to identify factors that influence transfer of training of the employees in E&P O&M Services (EPOMS) Sdn. Bhd, A questionnaire was adapted from three journals where each component was specifically related with three components of transfer of training (training design, trainee characteristic and work environment). A total of employees at eight departments which are Human Resource Management & Capability (HRM&C), Business Strategic Commercial (BSC), Corporate Services (CSD), Health Safety Environment (HSE), Technical Services (TS) and Operations department in EPOMS Sdn. Bhd. participated in the research. Section A comprised demographic of respondents, Section B comprised transfer of training, while Section C comprised training design, Section D comprised trainee characteristic and Section E comprised work environment. The result revealed that there was a significant relationship between training design and trainee characteristic with the transfer of training. In the findings show that trainee characteristic had the strongest impact on transfer of training. The study recommended that human resources managers of EPOMS should carefully conduct need assessment for training program. Managers also should be continuous monitoring of staff fresh from training and provide incentives to motivate staff to enroll in training programmes offered by the organisation.

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