



**THE EFFECT OF TRAINING AND DEVELOPMENT ON
EMPLOYEE PERFORMANCE AT JOHOR PETROLEUM
DEVELOPMENT CORPORATION**

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ABSTRACT

In this rapidly shifting world, the achievement of employee performance has gradually become more challenging in organizations. Employees need to provide with a constant learning environment to keep themselves on track with the organizational mission and vision. Training is always an important and integral part in furthering many kinds of human learning and development. This study was conducted to determine the effect of training and development on employee performance. Three area of concentration (training design, training method and training delivery style) was furtherly discussed in this study. The methodology adopted from this research was simple random sampling where 45 employees of Johor Petroleum Development Corporation took part in this study. Descriptive analysis, inferential and reliability analysis were used in this study. The research from this study shows that training design and training delivery style positively effect on the employee performance. However, the training method negatively effect on employee performance. The limitation from this study was a sample size that only focus on employee of Johor Petroleum Development Corporation.

Chapter 1: Introduction

1.0 Background of The Study

The main idea of human resource management is to analyse and improve the capable modest returns in this era of the globalization. In this rapidly shifting world, the achievement of employee performance has gradually become more challenging in organizations. The beginning of 21st century has resulted in the globalization and technology exploitation (Allen, 2010). Employees need to provide with a constant learning environment to keep themselves on track with the organizational mission and vision. One major area of human resource management is training and development. Training is an essential part of the human resource development activity in human resource management practice.

The importance of training and development as a major influence on the success of an organization is getting less concentration. As highlighted by (Sultana, et al., 2012) to sustain the economic growth and efficient performance, it is essential for the company to optimize the skills and knowledge of the employees. As said by (Elnaga & Imran, 2013) the employee is the most valuable asset for any company as they can either build up or destroy the reputation of the organization. Employee performance contributes to many factors like overall company policies, the relation between employee and employer, working condition and employee training (Aktar et. al., 2012). Employee training is one of the important roles to enhance the efficiency of the organization. By providing sufficient and quality training program towards employee, the development of the organization can be increased.

Training is always an important and integral part in furthering many kinds of human learning and development. If organizations are to make the best of the training function in their response to promotion of change, the training function will need to be closely linked with the business plans. This means that a detailed training policy needs to be agreed and implemented from the top of the organization and supported by management at all level.