



**RELATIONSHIP OF TRAINING AND DEVELOPMENT ON  
EMPLOYEE PERFORMANCE**

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## **ABSTRACT**

The research objective is to examine whether training and development which include on the job training, off the job training and coaching have a positive relationship on employee performance. The target respondent are staffs who are working at Pejabat Tenaga Kerja Kluang, Jabatan Kerja Raya Kluang, Pejabat Tanah Daerah Kluang and Majlis Perbandaran Kluang. The quantitative research approach was adopted using five point likert scale questionnaire and the data collection managed to achieve a percentage of 74 percent which is 111 questionnaire returned which was derived from a total of 150 questionnaire. The collected data will be analyse using Statistical Package for Social Science (SPSS) software. This research engaged convenience sampling technique. Descriptive analysis, reliability analysis, pearson corrletion analysis and multiple regression will be used to analyse the collected data. The result shows that on the job training and coaching has positive and significant relationship with employee performance. Future researchers are recommended to focused on other sector such as private or business sector to explore the employee performance based on the training and development.

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