THE RELATIONSHIP BETWEEN WORK ENVIRONMENT FACTORS AND TRANSFER OF TRAINING

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TABLE OF CONTENTS

		Page
TITLE PAGE		i
DECLARATION OF ORIGINAL WORK		ii
LETTER OF SUBMISSION		iii
ACKNOWLEDGEMENT		iv
TABLE OF CONTENTS		v-vi
LIST OF FIGURES		vii
LIST OF TABLES		viii-ix
ABSTRACT		x
CHAPTER 1	**INTRODUCTION**	
	1.0 Introduction	1
	1.1 Background of study	1-3
	1.2 Problem Statement	4-5
	1.3 Research Question	5
	1.4 Research Objectives	6
	1.5 Scope of study	6
	1.6 Significant of study	6
	1.7 Development of Research Framework	7
	1.8 Hypotheses	8
	1.9 Definition of Terms	8-11
CHAPTER 2	**LITERATURE REVIEW**	
	2.0 Introduction	12
	2.1 Learning Definition	12-13
	2.2 Adult Learning Theory	13-16
	2.3 Training Concept	16-17
	2.4 Transfer of Training	17-18
	2.5 Transfer of Training Theory	19-20
	2.6 Transfer of Training Model	20-21
	2.7 Work Environment Factors	22-25
CHAPTER 3	**RESEARCH METHODOLOGY**	
	3.0 Introduction	26
	3.1 Research Design	26-29
	3.2 Sampling Design	
	3.2.1 Population	29-30
	3.2.2 Sampling Technique	30
	3.2.3 Sample Size	30-31
	3.3 Data Collection Procedures	31
	3.4 Instrument	31-32

	3.5 Reliability	32-33
	3.6 Data Analysis	33-36
CHAPTER 4	**FINDINGS OF STUDY**	
	4.0 Introduction	37
	4.1 Respond Rate	37-38
	4.2 Descriptive Analysis	
	4.2.1 The Demographic Information of Respondents	38-47
	4.2.2 Supervisor Support, Colleagues Support, Autonomy Transfer of Training variables	48-54
	4.3 Normality Distribution of data	55-58
	4.4 Reliability Test	59-60
	4.5 Pearson's Correlation Coefficient Analysis	60-63
	4.6 Multiple Regression Analysis	63-66
CHAPTER 5	**DISCUSSION, CONCLUSION AND RECOMMENDATION**	
	5.0 Introduction	67
	5.1 Discussion of research objectives	67-69
	5.3 Conclusions	69-70
	5.4 Limitation	70
	5.5 Future Research	70
	5.6 Recommendation	71
REFERENCES		72-77
APPENDICES		78-87

ABSTRACT

In order to ensure workers apply a new learned skills and knowledge at workplace, there is a need to further examine the work environment variables that influence transfer of training. This study aims to identifying the factors that affect transfer of training, that is the relationship between work environment factors (Supervisor support, Colleagues support and Autonomy) and transfer of training among workers in KPJ Rawang Specialist Hospital.

The population of this study included all workers (Clinic Assistant, Allied Health and Nurses) in KPJ Rawang Specialist Hospital, the sample size of this study consisted of 136 workers (Clinic Assistant, Allied Health and Nurses). Data were collected through self-distributed questionnaires and distributed to 136 respondents. This study was conducted in KPJ Rawang Specialist Hospital.

Data were then analyzed using Statistical Package for Social Sciences (SPSS) software to conduct descriptive analysis, normality test, reliability test, Pearson Correlation and Multiple Linear Regression to interpret the collected data. Study results indicate that the supervisor support, colleagues support and autonomy factors significantly influence transfer of training within p value= 0.00. The results also show that all the independent variables (supervisor support, colleagues support and autonomy) explained 34.1 percent of dependent variable (transfer of training). The other 65.9 percent of independent variables were not included in this study.

This is supported by previous studies and several suggested recommendation have also been discussed.