



**A STUDY ON THE RELATIONSHIP BETWEEN INDIVIDUAL FACTOR AND  
TRANSFER OF TRAINING AT WORKPLACE IN  
SAJ RANHILL SDN BHD**

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**BACHELOR OF BUSINESS ADMINISTRATION  
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
KAMPUS BANDARAYA MELAKA**

**JANUARY 2018**

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**Submitted in Partial Fulfilled of the  
Requirement for the  
Bachelor of Business Administration with Honors  
(Human Resource Management)**

**FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
BANDARAY MELAKA  
JANUARY 2018**

**DECLARATION OF ORIGINAL WORK**



**BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS (HUMAN  
RESOURCE MANAGEMENT)**

**FACULTY OF BUSINESS MANAGEMENT**

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**“DECLARATION OF ORIGINAL WORK”**

I am Nur Hafizah Binti Mohd Nasir, (I/C Number: 940807-03-5918)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## LETTER OF TRANSMITTAL

JANUARY 2018

The Head of Program

Bachelor of Business Administration (Hons.) Human Resource

Faculty of Business Management

Universiti Teknologi Mara

Kampus Bandaraya Melaka

110 Off Jalan Hang Tuah, 75300 Melaka

Dear Sir,

### **SUBMISSION OF FINAL REPORT**

Attached is the project paper titled “**A STUDY ON THE RELATIONSHIP BETWEEN INDIVIDUAL FACTOR AND TRANSFER OF TRAINING AT WORKPLACE IN SAJ RANHILL SDN BHD**” to fulfil the requirement as needed by the Faculty of Business Management, University Teknologi Mara

Yours sincerely

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**NUR HAFIZAH BINTI MOHD NASIR**

I/C Number: 940807-03-5918

## **ABSTRACT**

A success organization, they must provide training to their employees to improve the knowledge and skill. After the training program, every employee need to transfer their knowledge to workplace that call as transfer of training. However, there is several factors that can effect the transfer of training at workplace. Thus, this research addresses the relationship between individual factor and transfer of training at workplace in SAJ Ranhill Sdn Bhd. Individual factor that include in this study are motivation factor and self-efficacy factor while transfer of training as a dependent variable in this study.

The study has been conducted with using quantitative study while the research instrument that being use is personally administered questionnaire. Besides that, convenient sampling has been used as the sampling method and the total number of respondent is 327 persons. Therefore, it was found that motivation factor and self-efficacy factor significantly influence transfer of training at workplace.