



**THE FACTORS THAT INFLUENCE TRANSFER OF  
TRAINING AMONG EMPLOYEES AT MALAYSIAN  
PALM OIL BOARD (MPOB), BANGI**

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**BACHELOR OF BUSINESS ADMINISTRATION  
(HONS) HUMAN RESOURCE  
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KAMPUS BANDAR MELAKA**

**NOVEMBER 2010**

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**Submitted in Partial Fulfillment  
of the Requirement for the  
Bachelor of Business Administration  
(Hons) Human Resource**

**FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
KAMPUS BANDAR MELAKA**

**NOVEMBER 2010**

## DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION (HONS) HUMAN  
RESOURCE  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
KAMPUS BANDAR MELAKA**

### “DECLARATION OF ORIGINAL WORK”

**I, HADIBAH NURFATIN BINTI HANUAR, (I/C Number: 870512-23-5356)**

Hereby, declare that;

- This work has not previously been accepted in substance for any degree, locally or overseas and 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 SUBMISSION

Nov 2010

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  
73500 Melaka

Dear Sir,

### **SUBMISSION OF PROJECT PAPER (HRM 662)**

Attached is the project paper titled **“THE FACTORS THAT INFLUENCE THE TRANSFER OF TRAINING”** to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you

Yours sincerely,

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HADIBAH NURFATIN BINTI HANUAR

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EMPLOYEES AT MALAYSIAN PALM OIL BOARD (MPOB) BANGI**

HADIBAH NURFATIN BINTI HANUAR (2008599005)

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BACHELOR OF BUSINESS ADMINISTRATION (HONS) HUMAN RESOURCE  
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**ABSTRACT**

Training is apart of organization activities to help and improve employees performance. If employees can improve their performance, company can increase their productivity and so, will increase the company sales. This research was conducted to determine the factors that influence transfer of training among employees at Malaysian Palm Oil Board (MPOB), Bangi. The main objective is to examine the factors that lead to transfer of training at Malaysian Palm Oil Board (MPOB), Bangi. The relationship between the factors (motivation, training design, and work environment) with transfer of training was investigated in a sample of 50 employees by using questionnaires. Result showed that the most influential factor is work environment. Recommendation for future research also has been discussed.

**Keyword** - Transfer of training

**Research type** - Mode B