



**A STUDY ON THE FACTORS THAT AFFECT TRAINING MOTIVATION
AMONG EMPLOYEES IN INTECH TEBRAU, JOHOR**

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“DECLARATION OF ORIGINAL WORK”



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UNIVERSITI TEKNOLOGI MARA

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Hereby, declare that:

- a) 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 others degree.
- b) This project paper is the result of our independent work and research, except otherwise stated.
- c) All verbatim have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____

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LETTER OF TRANSMITTAL

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The Project Advisor,
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Dear Sir/Madam

SUBMISSION OF PROJECT PAPER (HRM 663)

Attached is the project paper title "A STUDY ON THE FACTOR THAT AFFECT TRAINING MOTIVATION AMONG EMPLOYEES IN INTECH TEBRAU, JOHOR" to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank You.

Yours sincerely,

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ABSTRACT

Operating a business with employees who have the skills and knowledge to stay productive is dependent upon a few factors. One of the biggest is developing and implementing successful training program that can teach employees and capitalize on their talents. By that, organization has play as important role in order to develop a successful training program through enhance the level of motivation of employees towards training program that they perceived. Training programs are assisting in transferring skills and know-how needed by the employees to make job done well from experts. Present research study focus on the factors that affect training motivation among employees in INTECH Tebrau, Johor which are social support, organizational commitment and clarity of a career goal. The research has been conducted among 110 employees from Part Production 1 department by using convenient sampling method. Result by using multiple regression test in this study was shown organizational commitment is the most influential factor to the training motivation perceived by the employees in INTECH Tebrau, Johor. Some other future recommendations have been discussed for further study.

Keyword – Training motivation; social support; organizational commitment; and clarity of a career goal

Table of Contents

	Pages
Declaration of Original Work	ii
Letter of Transmittal	iii
Acknowledgement	iv
Table of Contents	v
List of Tables	viii
List of Figures	ix
Abstract	x
 CHAPTER 1: INTRODUCTION	
1.1 Background of Study	1
1.2 Problem Statement	4
1.3 Research Question	6
1.4 Research Objectives	6
1.5 Significant of Study	7
1.6 Scope of Study	9
1.7 Definition of Terms	10
1.8 Limitations of Study	12