



**A STUDY ON THE FACTORS THAT INFLUENCE THE TRANSFER OF
TRAINING AMONG KWSP STAFF**

1) NAZHATUL AZWA BINTI ALI

(2011296976)

2) FATIMATUL SAADIAH BINTI ABD RASHID

(2011771849)

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

JULY 2014

DECLARATION OF ORIGINALITY

BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOUR HUMAN RESOURCES MANAGEMENT
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA

We, (NAZHATUL AZWA BINTI ALI), I/C NUMBER: (910112-01-5104) and
(FATIMATUL SAADIAH ABD RASHID), I/C NUMBER: (910125-11-5454).

Hereby we declared that:

- This thesis is not being concurrently submitted for this degree or any other degree and not being acceptance in substances for any degree locally or internationally.
- This project paper is the result of our collaboration work and investigation except where otherwise states.
- All verbatim or textual have distinguished by quotation mark and sources of my information have been specifically acknowledged.

NAZHATUL AZWA BINTI ALI

FATIMATUL SAADIAH ABD
RASHID

Signature: _____

Signature : _____

Date : _____

Date : _____

LETTER OF SUBMISSION

Date: 2 July 2014

Program Coordinator
Bachelor of Business Administration (Hons)
Human Resources
Faculty of Business Management
Universiti Teknologi Mara
Kampus Bandar Melaka

Dear Sir/Madam,

Submission of Project Paper (HRM 662)

Enclosed here is the research entitle **“A STUDY ON THE FACTORS THAT INFLUNCE THE TRANSFER OF TRAINING AMONG KWSP STAFF”** to fulfilled the requirement as needed by the Faculty of Business Management, Teknologi Mara (UITM)

We hope this report will fulfilled the requirement and achieve the objectives of the study of Business Administration with Honors.

Thanks You

Yours Sincerely,

NAZHATUL AZWA BINTI ALI
2011296976
BBA (HONS) HUMAN
RESOURCES MANAGEMENT

Yours Sincerely,

FATIMATUL SAADIAH ABD
RASHID
2011771849
BBA (HONS) HUMAN
RESOURCES MANAGEMENT

TABLE OF CONTENT

CHAPTER 1:	INTRODUCTION	
	1.1	Background of Study 1-2
	1.2	Background of Organization 2-3
	1.3	Problem Statement 4-6
	1.4	Research Questions 6
	1.5	Research Objectives 7
	1.6	Hypothesis 8
	1.7	Theoretical Framework 9-11
	1.8	Scope of Study 11
	1.9	Significant of Study 12-13
	1.10	Limitation of Study 13-14
	1.11	Definition of Term 15-17
CHAPTER 2:	LITERATURE REVIEW	
	2.1	Transfer of Training 18-22
	2.2	Trainee's Motivation 23-25
	2.3	Training Design 25-27
CHAPTER 3:	RESEARCH METHODOLOGY	
	3.1	Research Design 28-30
	3.2	Target Population 30
	3.3	Sampling 30-32
	3.4	Data Collection Method 32-35

ABSTRACT

Purpose of this study is to identify the factors that influence of training among KWSP staff in Melaka and Temerloh. The researchers have chosen KWSP to represent this study. Researchers have listed two variables which are trainee's motivations and training design as the independent variables and transfer or training as dependent variables. Researchers have distributed 52 sets of questionnaire to our target respondent which is to staff in Operation Department and Services only. 25 respondents come from KWSP of Temerloh and the rest came from KWSP of Melaka. This study discussed the factors that influence the transfer of training among staff in KWSP.

The findings and analysis were made based on Statistical Package for social science (SPSS) version 21.0 to analyze the data. The findings of this study proves that trainees motivation, training design positively affect the transfer of training to all staff in