



**THE IMPACT OF TRAINING & DEVELOPMENT TOWARDS
EMPLOYEES PERFORMANCE IN
UMW ADVANTECH SDN BHD (UASB) &
BAHAGIAN PINJAMAN PERUMAHAN (BPP).**

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**BACHELOR OF BUSINESS ADMINISTRATION
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FACULTY OF BUSINESS ADMINISTRATION
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MALACCA CITY CAMPUS**

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BACHELOR OF BUSINESS ADMINISTRATION (HONS)
INTERNATIONAL BUSINESS
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“DECLARATION OF ORIGINAL WORK”

WE, NORSHAHIRAH BINTI MOHD NOOR (I/C NUMBER 881031085768)

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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 our independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of our information have been specifically acknowledged.

Signature: *shahirah*

 3 July 2013

Date: *haslinda*

 3 July 2013

LETTER OF SUBMISSION

June 2013

The Head of Program

Bachelor of Business Administration (Hons) International Business

Faculty of Business Administration

University Technology Mara

Malacca City Campus

Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper title “THE IMPACT OF TRAINING AND DEVELOPMENT TOWARDS EMPLOYEES PERFORMANCE IN UMW ADVANTECH SDN BHD (UASB) AND BAHAGIAN PINJAMAN PERUMAHAN (BPP)” to fulfill the requirement as needed by the Faculty of Business Administration, University Technology Mara.

Thank you.

Your sincerely,

shahirah

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ABSTRACT

Many organizations in the world desire for good performance in order to be aligned and named as world's top successful organization. The success of an organization is not only depending on how well the firms can make profits. However, the employees performance is among the factors that determine on how do the organization can present itself in the industry. In order the meet the good quality of employees performance, training and development have taken place as the method to attract the employees to do job well. Numerous forms of training and development had been implemented by the organization either on the job or off the job. However, the training and development implement by the organization are questionable of how the practices are done, how effective the training and development program and the career development offer for the employees. Therefore, this study sought to determine the impact of training and development towards employees performance in UMW Advantech Sdn Bhd (UASB) which represent the private sector and Bahagian Pinjaman Perumahan (BPP) which represent the public sector. The study is randomly done to employees in both organizations. A questionnaire was designed to collect the data from both organizations. The results indicates that employees performance are associated with the training and development practices, effectiveness of training and development and career development offered for the employees. In conclusion, this study is aims to determine the relationship of all the factors with the employees performance in both organizations.