



UNIVERSITI TEKNOLOGI MARA
MELAKA CITY CAMPUS

**THE FACTORS INFLUENCING THE ACADEMIC STAFF
OF TRAINING EFFECTIVENESS AT KUIM**

**ROFIZA BT HJ. IBRAHIM
2007146235**

**BACHELOR OF BUSINESS ADMINISTRATION
(HONS) HUMAN RESOURCE MANAGEMENT
FACULTY OF BUSINESS MANAGEMENT**

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LETTER OF SUBMISSION

8th November 2010

The Head of Business Administration
(Hons) Human Resource Management
Faculty of Business Management
Universiti Teknologi MARA
Kampus Bandaraya Melaka
110 Off Jalan Hang Tuah
75300 Melaka.

Dear Sir,

SUBMISSION OF PROJECT PAPER

Attached is the project paper title “**FACTOR INFLUENCE KUIM’S ACADEMIC STAFF TRAINING EFFECTIVENESS**” to fulfill requirement as needed by Faculty of Business Management, Universiti Teknologi MARA.

Thank you.

Yours sincerely,

ROFIZA BINTI HAJI IBRAHIM
2007146235
Bachelor of Business Administration
(Hons) Human Resource Management

THE DECLARATION



UNIVERSITI TEKNOLOGI MARA
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UNIVERSITI TEKNOLOGI MARA
KAMPUS BANDARAYA MELAKA**

“DECLARATION OF ORIGINAL WORK”

I, Rofiza bt Hj.Ibrahim, (830612015610)

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: _____

Name of Candidate: ROFIZA BT HJ.IBRAHIM

Date:

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ABSTRACT

Today's organizations have realized the importance of training. Therefore, training programs are planned and managed carefully to ensure that employees who have received the training will be able to apply what they have learned and increase their work performances. The HR manager must really outline the required training programs that focus to the outcomes as well as measure the effectiveness of the training. Factors that contribute to the training effectiveness must be put into serious consideration so that the amount invested into training is benefited. As such, the objectives of this paper are to review and reveal the factors that influence the training effectiveness of academic staff in Kolej Universiti Islam Melaka.

The result of this research revealed that most of the factors discussed have an impact to the training effectiveness. The study finds that training effectiveness is positively correlated with training program, participant, organization and also working environment variable both training program and organization have a relationship in influencing training effectiveness of the academic staff of Kolej Universiti Islam Melaka. It also provides an answer to top management to ensure all factors are well taken care so that suitable actions plan can be taken to improve training effectiveness.

Key words : Training effectiveness; Training program.

Paper Type : Research