

The Best Factors That Influence Training Effectiveness

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ABSTRACT

The title of this research is a study in determining the factor that influences training effectiveness among staff in UiTM Kedah. The research objectives are to identify whether self efficacy gives influence to effectiveness of training, to know whether the training can make an individual or group of people more productive, efficient and useful to organization, to identify whether training boost up the staff self motivation, and also to investigate the factors that influencing training among non-academic staff in UiTM Kedah. Total respondents of 60 staffs in UiTM Kedah to fill the set of questionnaire that consists of sections which are demographic data (Section A), training needs towards employees (Section B), training motivation (section C), and training program design (Section D). This research used quantitative method. The result indicates that self efficacy is the best factor that influences training effectiveness.

Keywords: Motivation, Training effectiveness, Training program, Training self efficacy

INTRODUCTION

In working institution, it is just not only how we get training to ensure we can do our job effectively and efficiency but we also concern how training that provided by the top level management in order to give the knowledge and experience to the government servant to achieve organizational objectives. Factors that influence the training must be good because it can directly give impact to the employees who get training. All these factors must be measured their effectiveness before the management conducts training in order to ensure that the employees achieve their organizational objectives after they get the training. However, the researchers has been identified the factors that influence towards training among staff in UiTM Kedah. The researchers believe that all the factors that have been identified can make the employees get benefits from the training. It is important to the top level management to ensure that they provide training so that they can produce the effective and efficiency of employees to their organization in order to achieve the organizational goals.

According to Albert Bandura (1970), Training program based on Bandura's efficacy model can become protective and detective measure for corrective in appropriate behavior before they become major problem in organization. Training motivation is one key to determinant of training among an individual's level of training motivation, (Tannenbaum and Yukl, 1992). Training motivation refers to an individual's desire to engage in training activities and fully embrace the training experience. All other things constant, the more motivated the trainee, the more likely he or she is to reap the intended benefits from the training experience, (Facteau 1995). Training Self Efficacy according to Bandura, (1986) is refers to an individual's self perceived ability or capacity to achieve certain outcomes. Given the nature of self-efficacy, it is likely that persons high in training self efficacy would experience higher levels of training motivation than persons low in training self efficacy, in that persons high in training self-efficacy are likely to see themselves as capable of meeting the challenge to their present skills provided by training opportunities, (Tannenbaum 1991). Thus, persons high in training self efficacy should be more motivated to engage in training activities than those persons who are not.

METHODOLOGY

Data Collection Method

In this research, the researcher use data collected through questionnaire. Questionnaire means a written set of question to which respondent are record their answer and it is an efficient data collection mechanism when the researcher knows exactly what is required and how to measure the variables of interest. The population of the research is about 60 UiTM staff in non – academic staff. The non – academic staff is a staff that works in Student’s Affair Department and Student’s Academic Affairs Department. The researcher will choose 52 staff only. This research was conducted in order too identify whether self efficacy gives influence to effectiveness of training. Furthermore, to know whether the training make an individual or group of people more productive, efficient and useful to organization. Rather than that, it is o identify whether the training boost up the staff self motivation lastly is to investigate the factors influencing training among non-academic staff in Uitm Kedah

Data Analysis

In order to analyze the data, the researcher was use the Statistic Package for Social Scinse (SPSS) version 16.0 for Windows Software Program for processing raw material received, data analysis and to get the finding. The researchers also use the statistical techniques that are Cronbach’s Alpha, Pearson Correlation, Descriptive statistic, and Multiple Regression Analysis.

RESULT

Training Motivation

Based on the table 4.2.1 above, the result shows there is no significant relationship between training motivation and training effectiveness. The value of $p = 0.000$, $p < 0.05$ and $r = 0.780$, thus H1 is rejected.

Training Program Design

Based on table 4.2.2 above, the result shows that there is no significant relationship between training program design and training effectiveness. The value of $p = 0.000$, $p < 0.05$ and $r = 0.854$, thus H2 is rejected.

Self Efficacy

Based on table 4.2.3 above, the result shows that there is no significant relationship between self efficacy and training effectiveness. The value of $p = 0.000$, $p < 0.05$, and $r = 0.867$, thus H3 is rejected.

CONCLUSION

As an overall, the researcher concludes that all the objectives have been answered by this research. It is because all the factors influence training effectiveness among staff in UiTM Kedah. It has been proven that by training, the non academic staff in UiTM Kedah will be more effective and efficient.

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