

**POTENTIAL FACTORS LEADING TO TRAINING EFFECTIVENESS:  
A STUDY OF EXECUTIVE EMPLOYEES AT GOVERNMENT  
OFFICE OF PERAK**



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**KELULUSAN PERMOHONAN DANA KECEMERLANGAN  
TAJUK PROJEK : POTENTIAL FACTORS LEADING TO TRAINING EFFECTIVENESS :  
A STUDY OF EXECUTIVE EMPLOYEES AT FEDERAL GOVERNMENT OFFICE OF  
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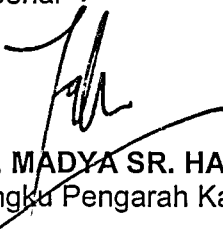
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- vi. Puan perlu menandatangani Borang Perjanjian Penyelidikan dengan kadar segera kerana penggunaan geran hanya akan dibenarkan setelah perjanjian ditandatangani.

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- viii. Seperti sedia maklum, Tabung Dana Kecemerlangan adalah hasil sumbangan pelajar, staf, alumni dan lain-lain. Sehubungan itu, segala perbelanjaan perlulah dilakukan secara perbelanjaan berhemah.

Sekian, harap maklum.

Terima kasih.

Yang benar r



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## Executive Summary

The purpose of this research is to improve our understanding about the meaning of training effectiveness and thus determining the factors leading to an effective training program on executive employees at Government Office of Perak (PKP). This research has two objectives which are to determine the potential factors leading to effective training and to identify the relationship between the potential factors and effective training at Government Office of Perak (PKP). This research involved 200 respondents from Government Office of Perak (PKP). The data was analyzed by using *Statistical Packages for Social Science Version 18.0 (SPSS 18.0)* by employing frequency, percentage, reliability analysis, descriptive analysis and correlation analysis. The results of this research show that the factors that contribute to effective training are training needs assessment, training program, social support and transfer of knowledge. Other than that, the result also shows that there is a significant correlation between training needs assessment, training program, social support and transfer of knowledge towards training effectiveness. Several recommendations have been made based on the results of this research.