

**FACTORS THAT CONTRIBUTE TOWARDS THE EFFECTIVENESS OF TRAINING
AMONG ACADEMICIANS**



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5. Report

5.1 Proposed Executive Summary

The research is conducted to study the factors that contribute to the effectiveness of training among lecturers in UiTM Terengganu. This research will be focused only on the general types of training provided by departments of Ilqam Terengganu and Training unit to all the lecturers such as important training like basic teaching and learning workshop, research training, writing workshop, ICT Training, e-Learning and etc. From this research, the relationship among all factors that contribute towards the training provided for the lecturers in UiTM Terengganu will be found out. Besides, it is also to investigate the effectiveness of training to all lecturers. Sampling that will be used in which approximately 200 lecturers in the campus will become the subject of the study. The respondents will be all of the permanent lecturers in UiTM Terengganu, Dungun campus. Hopefully, after implementing this study it will help the organization to improve their training. Thus, to enhance the quality of training for the lecturers. The findings of this study can be in considered as continuous improvement on training in the organization. The top management would have another insight and knowledge of the impact of implementation of training practices on their employees. Moreover, the results of the study would be of significant value to organization that could use them as a useful reference to provide efficient training for the staff.

5.2 Enhanced Executive Summary

Training is one of the most pervasive methods for enhancing the productivity of individuals and communicating organizational goals to new personnel. It is a learning process that involves the acquisition of knowledge, sharpening of skills, concepts, rules, or changing of attitudes and behaviors to enhance the performance of employees. This paper examines the important factors that contribute towards the effectiveness of training among academicians. There are many factors that could be used as tools to improve the training in this organization. Those selected factors such as methods of training, the trainer and management support. From discussion, these factors have their own uniqueness in order to ensure the training is successfully and effectively. By constructing a hypothetical research model to investigate the effect of three moderating variables on the training participants (independent variables) towards the effectiveness of training (dependent variable), a survey questionnaire has been distributed to employees in that university who have attended training programs. The researchers used correlation test in order to measure the degree of relationship between two variables, testing the significance of the variable by using the Reliability Test, Correlation and Regression Analysis and Multiple Regression Analysis. From all these statistical analysis, the researchers may clearly able to indicate that the main contribution factor is management support that contribute strongly towards the effectiveness of training followed by training method and trainer's characteristics. There were significant relationships between all the identifiable independent variables with the main variable of the study.

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