



**THE EFFECTIVENESS OF ON-THE-JOB
TRAINING AND ITS RELATIONSHIP WITH
EMPLOYEES' MOTIVATION, JOB
SATISFACTION & COMMITMENT**

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DECLARATION OF ORIGINAL WORK



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- All verbatim extracts have been distinguished by quotation marks and sources of many information have been specifically acknowledged

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ABSTRACT

The purpose of this study is to examine the relationship between on-the-job training and motivation, job satisfaction as well as commitment. Production workers at GTE with different cultural backgrounds were used as the respondents in this study. The sample size comprises of 66 respondents from production worker at GTE where no similar study has yet been carried out. Respondents were asked to answer questionnaires on on-the-job training, motivation, job satisfaction and commitment which were written in English and Malay language. Various data-analysis tools have been used to analyze the data collected such as descriptive analysis, frequency analysis, reliability analysis, Pearson's Correlation analysis and multiple regression analysis. As a whole, on-the-job training was found to be significantly related to motivation, job satisfaction and commitment.