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A STUDY ON THE TRAINING NEEDS OF  
SABAH SPORTS BOARD'S EMPLOYEES

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## **ABSTRACT**

This study analyzes the training needs assessment of Sports Complexes under the jurisdiction of Sabah Sports Board. It aims at identifying the types of training programs, methods of training and the barriers that prevent the effectiveness implementation of training program. The Sports Complexes which were the unit of analysis in this study were the Kota Kinabalu Sports Complex, Penampang Sports Complex, Sandakan Sports Complex, Tawau Sports Complex, Keningau Sports Complex, Ranau Sports Complex and Tambunan Sports Complex. Identification of types and methods of training program are important for Sabah Sports Board to ensure that every employee of Sports Complexes are knowledgeable, skillful and full of abilities that will contribute to increased revenue, customer satisfaction and quality sports facilities services.

# CHAPTER 1

## INTRODUCTION

### 1.1 INTRODUCTION

Training is pivotal for any organization to succeed in achieving its objectives and goals. The past several years have shown significant changes in the field of training. It is essentially needed to ensure that every employee in an organization is exposed to the latest skills, technologies and knowledge so as to gain higher employees' performances and to be able to be in the competitive advantage with other organizations. Training as defined by Robbins and DeCenzo, (1998) is the process by which individuals change their skills, knowledge, attitudes and/or behavior. Thus, training will encompass the designing and supporting learning activities that contribute to the desired level of performance. Training focuses on current job duties and responsibilities of the employees.

The training and development of employees has gained acceptance in the public and private sectors. The public sector, for instance, has given emphasis on training on its employees because the government believed that training is the key input to national development. In the government quest to achieve developed nation status, it has recognized the importance of human resource training and development. In relation to that, the right and suitable design of training at the right time will provide big payoffs for the employer in increased productivity, knowledge, loyalty, and

## 1.2 PROBLEM STATEMENT

Sabah Sports Board is a statutory body that is given the duties and responsibilities to manage and maintain Sports Complexes in Sabah. The activities of the board are organized and structured under two (2) major operational programs and four (4) supporting programs as listed below:-

### (1.2.1) Major programs

(1.2.1.1) The Sports Centres Management Programs

(1.2.1.2) The Sports Promotion and Development Programs

### (1.2.2) Supporting programs

(1.2.2.1) The Project Development and Maintenance Programs

(1.2.2.2) The Accounting and Finance Programs

(1.2.2.3) The Administration and Establishment Programs

(1.2.2.4) The Board Secretariat Programs

### (1.2.3) Sport Complexes

Presently, the Sabah Sports Board is entrusted and given the responsibility to manage nine (9) Sports Complexes or centres as shown below:-