



DEGREE IN OFFICE SYSTEM MANAGEMENT (Hons.)
FACULTY OF BUSINESS AND MANAGEMENT

“DECLARATION OF ORIGINAL WORK”

I, Mohamad Zainuddin Bin Mohd Said, (950910-13-6249)

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- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project paper is the result of my independent work and investigation, except where otherwise stated.
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ABSTRACT

This empirical study is accomplished to predict Task Performance in relation to Perceived Training Opportunity and Intrinsic Motivation. The sample consists of 95 respondents in Institute of Teacher Education Tun Abdul Razak Campus (IPGKTA), Kota Samarahan. This was accomplished through quantitative method of data collection namely questionnaire. The finding of study revealed that Perceived Training Opportunity and Task Performance are important to increase employee's performance. Pearson Correlation and regression analysis was carried out for the collected data. The correlation analysis shows that Perceived Training Opportunity has relationship and significant relationship toward Task Performance. Meanwhile, Intrinsic Motivation show low relationship and insignificant relationship toward Task Performance. This finding indicated that it is recommends for future studies to further investigate regard this study in other organization.

Keyword: Perceived Training Opportunity, Intrinsic Motivation, Task Performance

TABLE OF CONTENT

	Page
“DECLARATION OF ORIGINAL WORK”.....	I
ABSTRACT.....	II
ACKNOWLEDGEMENT.....	III
TABLE OF CONTENTS.....	IV
LIST OF TABLES.....	VII
LIST OF FIGURES.....	VII
LIST OF APPENDICES.....	VIII
CHAPTER 1	
INTRODUCTION.....	1
Background of the Study.....	1
Statement of Problem.....	2
Research Objective.....	5
Research Question.....	5
Significance of the Study.....	6
Limitation of the Study.....	7
Definition of Terms.....	7
CHAPTER 2	
LITERATURE REVIEW.....	10
Training.....	10
Intrinsic Motivation.....	11
Task Performance.....	13
Findings.....	14
Conceptual Framework.....	16
CHAPTER 3	
METHODOLOGY.....	17
Research Design.....	17

CHAPTER 1

INTRODUCTION

This chapter explains the overall research observation which includes the background of the study, statement of the problem, and research objective, research questions, significance of the study, limitations of the study and definition of terms. Therefore, this chapter answers the reasons for conducting the present research entitled *The Relationship between Perceived Training Opportunities, Intrinsic Motivation and Employee Task Performance in Institute of Teacher Education Tun Abdul Razak Campus (IPGKTA), Kota Samarahan.*

Background of the study

Organizations are facing increased competition due to globalization, changes in technology, political and economic environments (Evans, Pucik & Barsoux 2002, 32) and therefore prompting these organizations to train their employees as one of the ways to prepare them to adjust to the increases above and also enhancing their performance. This can be achieved through employee training and development, which are systematic approaches to learning and development to improve individual, team and organizational effectiveness (Kraiger & Ford, 2007).

Intrinsic motivation refers to the motivation to perform an activity for itself, in order to experience the pleasure and satisfaction inherent in the activity (Deci, 1989).

Intrinsic motivation is concerned with the motivation to perform a task for itself, it is highly related to measures of task involvement or task interest (Guay, 2000). Abuh deh, Csikszentmihalyi (2015) stated most consistent finding to emerge from this body of research is that intrinsic motivation is strongly tied to positive performance outcomes.

According to Cole (2002), factors influencing the quantity and quality of training and development activities include: the degree of change in the external environment, the degree of internal change, the availability of suitable skills within the existing work-force and the extent to which management see training as a motivating factor in work. With regard to the latter, high levels of perceived training opportunities may contribute to need fulfilment (Roca & Gagne', 2008). Prior findings show that the relationship between perceived training opportunities and employee outcomes is mediated through a number of different individual and situational variables (Colquitt, 2000). The fact that training is one of the solutions that enables organizations to achieve a high employee's performance. As stated by Heathfield (2008), training is an important element in creating a high work performance culture.

Statement of Problem

A study done by Sultana, Irum, Ahmed and Mehmood, (2012), the recognition of the importance of training in recent years has been heavily influenced by the intensification of competition and the relative success of organizations where investment in employee development is considerably emphasized. Dysvik and Kuvaas, (2008) said that in spite of the solid assumptions that workplace training