

THE RELATIONSHIP BETWEEN PERCEIVED TRAINING OPPORTUNITIES, INTRINSIC  
MOTIVATION AND TASK PERFORMANCE AMONG MIDDLE MANAGEMENT AND  
SUPPORT STAFF IN INDUSTRIAL TRAINING INSTITUTE (ILP), KOTA SAMARAHAN

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DECEMBER 2018



**DEGREE IN OFFICE SYSTEM MANAGEMENT (Hons.)**

**FACULTY OF BUSINESS AND MANAGEMENT**

**“DECLARATION OF ORIGINAL WORK”**

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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**

Perceived training opportunities, work motivation and employee job performance are three of the most important aspects in organizational studies. The focus of the current study is to investigate the relationship between perceived training opportunities and intrinsic motivation on employee job performance. There are several theories found in the related journal and articles that will further explain the stated variables definition. Industrial Training Institute (ILP), Kota Samarahan has been chosen as the place for the study to be conducted. Correlational and questionnaire is used to for data collection. Total of 66 respondents involve and the questionnaire distributed among the staffs who work there for the analysis of this study.

## 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 Industrial Training Institute (ILP), 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) 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, *The Expanding Role of Workplace Training: Themes and Trends Influencing Training and Practice*, 2007)