A STUDY OF THE TRAINING EFFECTIVENESS TO THE METAL STAMPING COMPANY AT PARIT BUNTAR

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DECLARATION OF ORIGINAL WORK

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Hereby, declare that :

- 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.

- All verbatim extracts have been distinguished marks and sources of my information have been specifically acknowledged.

Signature :   Dated : 10 JULY 2014

Table of Contents

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ABSTRACT

It is the responsibility of a company or employer in conducting training programs for the employees in improving their job performance. The training program is actually for the sake of the company whether for the current or future. The top management should realize the importance of training program to the effectiveness of this training. The purpose of this study is to identify the level of training effectiveness among the employees at the company. This included the motivation, self-efficacy and supervisor support which is will give the result whether the motivation, self-efficacy and supervisor support to the training effectiveness. The research approach based on the quantitative research where I have use the questionnaires as the way to have the feedback from the respondents at the company. The respondents have the limitations which is only focus to the non-executive staff in the every department. The questions have distributed to the respondents that consisting of 100 respondents in the company. The questions is regarding to the training effectiveness which is include the motivation, self-efficacy and supervisor support.

From the data analysis, the result indicate that there are two variables that have significant relationship with the training effectiveness which is motivation and supervisor support. The beta (P) value for motivation is .340 followed by supervisor support where the beta (P) value is .472. This finding shows that motivation and supervisor support influence training effectiveness.