

THE RELATIONSHIP BETWEEN TRAINING AND DEVELOPMENT
WITH ORGANIZATIONAL PERFORMANCE AMONG NON-
EXECUTIVE EMPLOYEES AT INDUSTRIAL TRAINING INSTITUTE
KOTA SAMARAHAN (ILPKS)

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JULY 2016



**BACHELOR IN OFFICE SYSTEMS MANAGEMENT
(Hons.)
FACULTY OF BUSINESS MANAGEMENT**

“AUTHOR’S DECLARATION”

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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.
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ABSTRACT

There are four of the most important criteria in organizational research works which are include Training and Development, On-the-Job Training, Training Design and Delivery Style. Therefore, the researcher present study focal point is to figure out the influence of Training and Development, On-the-Job Training, Training Design and Delivery Style on Organizational Performance. The foremost of this study is the secondary data involve of complete literature review. In order that, there are three hypotheses are refined to recognize the affect of all the independent variables on the overall Organizational Performance. All of these hypotheses show that it has significant affect on Organizational Performance. The result of On-the-Job Training, Training Design and Delivery Style shows that all of the independent variables have positively affects the Organizational Performance. All of these verify that independent variables optimize the Organizational Performance.

The findings from the study prove that all of the variables data in Independent variables which consist of Training Design, On-the-Job Training and Delivery Style and Dependent variable that consist of Organizational Performance was normal because the Skewness and Kurtosis of these variables was between +2 and -2. Besides, the descriptive statistics indicate that the most preferable variable by the respondents in ILPKS was Delivery Style with the highest mean of 4.40. In addition, for reliability test illustrate that the most reliable variable with Organizational Performance was Delivery Style with the Cronbach Alpha 0.879. The scale of Cronbach Alpha that ideal must be 8 above which is stated by Salkind (2014). Other than that, for the correlation Training Design were the most significant with Organizational Performance with the value of 1.0.

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CHAPTER 1

INTRODUCTION

Background of the Study

Training is the activity that involves two parties which are trainer and trainees. Davidson, Chinman, Kloos, Weingarten, Stayner & Tebes (2010) stated that providing employees with specific skills or helping them connect deficiencies in their performance are the process of training. Training and development is conducted within a specific period of time depending on what the training is about. Training and development includes the module that is customized based on what their needs. It can also improve the trainee's knowledge and polishing their skills. With training and development, employees will find their individual abilities and prepare them for current and future job so that they know the level of their abilities and improved them after a certain period of time. According to Khan, Khan & Khan (2011), training is important to enhance the capabilities of employees. When training and development is effective, it is not only can contribute to the productivity of the organization but also lead to higher profit and investment in the organization.

According to Raza (2014), the behaviour or attitude that have been measured as organization performance showed the method and skills of the management especially line management that helps them to use the resources successfully and professionally with proficiency.