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Bachelor of Administrative Science

Practical Training : Organization's expectation and perception
towards benefit of practical training

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Abstract

Practical training has been studied through many perspectives but from the organization point of view very limited source is available. The study help better understanding of what the organization want from the practical training and identify the level of the host organization expectation. This will help to better understanding what the future employer really want from their employee. The expectation can be calculated through components that have been identified. From the expectation we can see the benefit that the organizations foresee to gain from the practical training. The sample is selected through purposive technique that enables the researcher to pick the respondent that suit for their study. The finding revealed that the four component seems to have very interesting output regarding the expectation level of the organization for practical training, but the benefit that they gained shows that there are no significant difference between the department that have practical training in their organization.

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CHAPTER 1

INTRODUCTION

1.1 Background of the Study

Nowadays, it is difficult for people to find a job, especially those who are fresh after graduate because they have to compete with others. It is a bit challenging because some of them are too choosy when it comes to selecting a job. It is same goes to those students who will graduate from the university where they should find a job that match with their qualifications. In the world that the unemployment rate has increased, some of the company tends to set a job requirement based on working experience. This on the other hand is for the purpose of the company to search for highly qualified workers. In recruiting new employees, the job market has ever emphasized on working experience in addition to the paper qualification; thus the requirement makes working experience or industrial training becomes fundamental in the higher learning institutions (Sat and Ahmad, 2009).

This shows that, practical training has been one of important program for student nowadays in order to get some experience in working. According to Shariff and Muhamad (2010), the practical training is aiming to expose the students with practical exposure, work experience and skills that they can only gain it from the host organization. By having the training program, students able to practice and get the chance to understand more about the subject purpose instead of just learning the theories in class. In addition,