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EMPLOYEES' UNDERSTANDING, ATTITUDE AND MOTIVATION  
ON THE NEEDS OF TRAINING IN PUBLIC SECTOR

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## **Abstract**

A model was developed that suggest that there were three elements that can influence on the employee's training needs, namely understanding, attitude and motivation. The model was tested using a sample of individuals (N=141) respondents who is currently working at the Kompleks Pentadbiran Kerajaan Persekutuan Negeri Sabah. The result reveals that understanding, attitude and motivation can affect training needs. This research is important in determining the elements that can affect employees' training needs, and it is useful as it can be used by manager in better deciding and designing the training needs in future training program.

## TABLE OF CONTENT

### CHAPTER 1: INTRODUCTION

1.1 Introduction	1
1.2 Problem Statement	3
1.3 Objective	5
1.4 Significant of Study	5
1.5 Scope of Study	6
1.6 Definition of Terms and Concept	7

### CHAPTER 2: LITERATURE REVIEW

2.1 Literature Review	9
2.1.1 Motivation towards Training	10
2.2.2 Attitudes towards Training	12
2.2.3 Understanding towards Training	13
2.2 Training Needs Model	15

### CHAPTER 3: RESEARCH METHODOLOGY

3.1 Introduction	17
3.2 Research Design	17
3.3 Population and Sampling	17
3.3.1 Sampling Technique	18
3.3.2 Sample Size	19
3.4 Instrumentation and Measurement	19

3.5 Unit Analysis	19
3.6 Data Collection	20
3.6.1 Primary Data	21
3.6.2 Secondary Data	22
3.7 Data Analysis	22
3.7.1 Descriptive Analysis	23
3.7.2 Inferential Analysis	23
CHAPTER 4: FINDINGS & ANALYSIS	
4.1 Introduction	24
4.2 Reliability Test	25
4.3 Descriptive Table	26
4.3.1 Profile of the Respondent	26
4.3.2 Statistic Knowledge and Perception towards Training	28
4.3.3 Understanding of Public Employee towards Training	30
4.3.4 Attitude of Public Employee towards Training	31
4.3.5 Motivation of Public Employee towards Training	33
4.3.6 Level and Mean Understanding towards Training	34
4.3.7 Level and Mean Attitude towards Training	35
4.3.8 Level and Mean Motivation towards Training	35
4.4.1 Kruskal Wallis Test on the Understanding and Service Tenure of Respondent	36
4.4.2 KruskalWallis Test on the Attitude and Service Tenure of Respondent	37
4.4.3 Kruskal Wallis Test on the Motivation and Service Tenure of Respondent	38