



UNIVERSITI TEKNOLOGI MARA

THE EFFECTIVENESS OF TRAINING SKILLS IN PUSAT LATIHAN PEMBANGUNAN BELIA (PLPB)

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ABSTRACT

This study intends to analyze The Effectiveness Of Training skills offered in Pusat Latihan Pembangunan Belia, Kuching. To facilitate the study, 233 trainees from 7 different courses offered by the centre; that is from Industrial Electronic Technology Technician, Instrumentation and Control Technician, Arch Welding, Furniture Making, Wood Base Building Construction, Plumbing and Sanitation and Dress Maker. The sample was in their final year. The data collection was done through the distribution of questionnaires to the selected samples. The main objective of the study is to evaluate the effectiveness of the vocational skills training offered by PLPB.

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CHAPTER 1 : INTRODUCTION

1.1 INTRODUCTION OF THE STUDY

The research as proposed was to evaluate the effectiveness of the courses offered by the Pusat Latihan Pembangunan Belia (PLPB) and future job opportunities after successfully completed the course. This issue of research at a glance summarizes some of the recent research on the impact of competency-based training (CBT) at PLPB system. As a part of wider economic policy measures to improve the skills and knowledge level of the Sarawakian workforce. CBT has remained a key element of National Vocational Training Council (NVTC) policy adopted by successive government at federal and state levels in our country. While early findings suggested that the implementation of CBT in Sarawak was neither smooth nor rapid, particularly industry and governments, has remained strong and substantial.

CBT has provided a bridge between the industry clients and the providers of vocational education and training, such as PLPB. Competency standards have been an enduring means of articulating industry training requirements, thereby increasing the relevant and job specificity of vocational education and training efforts. CBT is widely available in most industry sectors in our country, as evidenced through complete of coverage of industry sectors by endorsed national industry standards or enterprise standards.

Pusat Latihan Pembangunan Belia (PLPB) situated at Sungai Periok, Jalan Pending, Kuching was established 16 July 1973. Over the years it has been operating under Yayasan Sarawak from 16 July until 31 December 1974; Ministry of Culture, Youth and Sports from 1 January 1975 to November 1986; Ministry of Social Development from November 1986 to November 2000 and since November 2000 the centre was put under the jurisdiction of Human Resource Development Unit in Chief Minister Office. The centre projected its objectives realizing the

CHAPTER 2 : LITERATURE REVIEW

Vocational training systems face the challenge of the matching skills, knowledge and attitudes, which are developed in the trainees of the system, to the needs of the labour market. The expectation of the vocational training planners is that they are planning the development for the future trainees ability to meet the labour market, either in the public or private sector, on the basis of information from the past achievements. Considerable research effort to be dedicated to improving the facilities, methods, courses, trainers and etc.

The focal point will also on the degree of satisfaction expressed by trainees; typically measured by means of reactions questionnaires. Assessment of the knowledge and skills learned and the attitudes which have changed, ideally measured before and after the training completed the courses. Changes in trainees' perceptions and findings, preferably measured by data collected during the final year of training and relevancy of qualification obtained with the labour market.

2.1 EFFECTIVE TRAINING PROGRAMMES

Most human resource managers (and training managers) will tell you that in the current economic situation, training budgets are one of the first to be slashed or completely shelved (at least for the time being). Other cost effective measures would be to reduce certain allowances and/or benefits. Why is it employers are quick to reduce training budgets, sometimes at the expenses of quality, and quite often affecting the career development of the employee?

When the going is going good there is a flurry of training activities; companies want to recover the cost of training through reimbursement from the Human Resources Development Fund (HRDF). In some situations, companies proceed to source out training programmes without even undertaking needs analysis (TNA). Others prefer not to train, as it is too much of a hassle to claim the reimbursement