



**FACTORS AFFECTING MOTIVATION TO LEARN IN EMPLOYEE'S  
TRAINING PROGRAM IN PRIVATE AND PUBLIC SECTOR IN MALAYSIA**

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## **ABSTRACT**

Motivation to learn among the public and private sector of employee is a basically important to increase the employee engagement in a training program or workshop. Almost all the private and public sector will always provide training or workshop for their employees. However, in Malaysia, most of employees nowadays are not very engaged with the training program due to low of motivation level for the employees to develop their skills and gain new knowledge from the trainer in a training program or workshop. In this research, the factors affecting the motivation to learn among the employees which are learner characteristics, perceived barriers and enablers, instructional characteristics, job characteristics and supervisor support. The primary data for this research is the questionnaires that had been distributed to all the employees in the Malaysia as a medium to collect information. For the secondary data is supported by using reliable sources such as from journals and articles. The researcher used Statistical Package for Social Science (SPSS) as a platform to analysis data gained from the respondent. This research will provide the proof of whether all the independent variables (learner characteristics, perceived barriers and enablers, instructional characteristics, job characteristics and supervisor support) have significant relationship with dependent variable (motivation to learn) or not.

## TABLE OF CONTENTS

<b>Contents</b>	<b>Page</b>
<b>TITLE PAGE</b>	<b>I</b>
<b>DECLARATION OF ORIGINAL WORK</b>	<b>II</b>
<b>LETTER OF TRANSMITTAL</b>	<b>III</b>
<b>ACKNOWLEDGEMENT</b>	<b>IV</b>
<b>TABLE OF CONTENTS</b>	<b>V</b>
<b>LIST OF TABLES</b>	<b>VIII</b>
<b>ABSTRACT</b>	<b>IX</b>
<b>CHAPTER 1: INTRODUCTION</b>	
1.0 Introduction	1
1.1 Background of Study	1-2
1.2 Problem Statement	2-3
1.3 Research Questions	3
1.4 Research Objectives	4
1.5 Theoretical Framework	5
1.6 Significance of Study	5
1.7 Definition of Terms	6
<b>CHAPTER 2: LITERATURE REVIEW</b>	
2.0 Introduction	7
2.1 Motivation To Learn	7-8
2.2 Learner Characteristics and Motivation To Learn	8
2.3 Perceived Barriers and Motivation To Learn	9
2.4 Instructional Characteristics and Motivation To Learn	10
2.5 Job Characteristics and Motivation To Learn	10-11
2.6 Supervisor Support and Motivation To Learn	11-12
<b>CHAPTER 3: RESEARCH METHODOLOGY</b>	
3.0 Introduction	13
3.1 Research Design	13
3.1.1 Purpose of Study	13

3.1.2	Type of Study	13
3.1.3	Unit Analysis	13-14
3.1.4	Study Setting	14
3.1.5	The extent of Researcher Interference	14
3.1.6	Research Strategies	14
3.1.7	Time Horizon	15
3.2	Target Population of Study	15
3.3	Sample Size	15
3.3.1	Sampling Design	15
3.3.1.1	Non-probability Sampling	15
3.3.1.2	Convenience Sampling	16
3.4	Data Collection Method	16
3.4.1	Primary Data	16
3.4.1.1	Questionnaire	17
3.4.1.2	Questionnaire Design	17-19
3.5	Frequency Analysis	20
3.5.1	Section A: Gender	20
3.5.2	Section A: Age	20-21
3.5.3	Section A: Race	21
3.5.4	Section A: Sector	22
3.5.5	Working Experiences	22-23
3.5.6	Level of Education	23
3.6	Validity Analysis	24-25
3.7	Reliability Analysis	25-26

## **CHAPTER 4: FINDINGS AND ANALYSIS**

4.0	Introduction	27
4.1	Descriptive Analysis	27
4.1.1	Motivation To Learn	27-28
4.1.2	Perceived Barriers	28-29
4.1.3	Instructional Characteristics	30