

**RELATIONSHIP ON TRAINING EFFECTIVENESS TOWARDS
EMPLOYEES JOB PERFORMANCES**

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ACKNOWLEDGEMENT

Assalamualaikum w.b.t

Firstly, Alhamdulillah I had finished this study to fulfill the requirements of the Research Method course. I also thank God for always make me to be in the pink of health, time, ideas and creativity during the period of finishing this study. I would like also to dedicated my deeply appreciation to my supervisor, Mr. Rozain Bin Daud with his assist and guidance me along this project. Thank you also to my respondents who gave full cooperation to answer the questionnaire. Not forgetting to my classmate because give support and cooperation for this project paper. Last but not least to my beloved parents who always be my inspiration. I thank them all.

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September, 2013
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Relationship on Training Effectiveness towards Employees Job Performances

CHAPTER 1

INTRODUCTION

Background of the Study

According to Tuzun, (2005) the verb “to train” is derived from the old French word trainer, meaning “to drag”. Therefore, English definitions may be found as to draw along, to allure, to cause, to grow in the desired manner, to prepare for performance by instruction, practice and exercise. Training is a planned effort by a company to facilitate employee’s learning of job related competencies. These competencies include knowledge, skills or behavior that are critical for successful job performance. The goal of training is for employees to master the knowledge skill and behavior emphasized in training program and to apply them to their day to day activities Noe, (2010). Every organization should have training for their employee to enhance employee performance in day-to-day work activities. In addition, training develops the potential and confidence of staff and therefore improves company performance.

According to Tuzun, (2005) many training techniques are created almost every year by the rapid development in technology. Deciding among methods usually depends on the type of training intended, the trainees selected, the objectives of the training program and the training method. Training is a situational process that is why no single method is right for every situation. While some objectives could be easily achieved through one method, other objectives could necessitate other methods. Many training