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THE FACTORS THAT AFFECT EMPLOYEE TRAINING EFFECTIVENESS

**Afwa Roslan N.S¹*
afwaroslan@gmail.com
Hirnissa M.T²
hirnissa@kuptm.edu.my

**Corresponding author*

Institute of Graduate Studies, Kolej Universiti Poly-Tech MARA Kuala Lumpur¹
Faculty of Business, Accountancy and Social Sciences, Kolej Universiti Poly-Tech MARA Kuala Lumpur²

ABSTRACT

Training is a systematic approach that helps individuals improve performance at work and provides a relationship between the job needs and the current working practices of employees. In addition, training requires time, effort, and money. Hence, organizations should evaluate training programs and assess their impact on trainee's behavior and performance. This paper aims to find the factors affecting the training effectiveness of employee training programs. For data analysis, a survey questionnaire design is a valid and reliable collection tool. The research sample are employees of Majlis Amanah Rakyat. Multiple regression analysis will analyse the relationship between content, training environment, facilities, materials, training schedules, and presentation style from one side to train efficiency. This study expects there is a strong positive linear correlation between the five factors and the training effect. The results will aid the training manager in designing the training plan. In addition, teaching designers and trainers may be able to identify the training program's characteristics by maximizing the trainees' learning ability and skills.

Keywords: training contents, training environment, training schedule, training effectiveness, employees training