

ABSTRACT

A STUDY OF TRAINING MOTIVATION AS A MEDIATOR EFFECT BETWEEN TRAINING FRAMING AND TRAINING EFFECTIVENESS

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This study aimed to identify the mediating role of training motivation in the relationship between training framing and training effectiveness components i.e. utility reactions, transfer motivation and also learning. This study was a cross-sectional survey research and all data and information were obtained using questionnaires. The Pearson Correlation indicates that there were a significant correlation between training framing and all three (3) components of training effectiveness; utility reactions ($r = 0.480$), transfer motivation ($r = 0.450$) and learning ($r = 0.528$). The Stepwise Regression Analysis shows that training framing has significant relationship with training motivation as a mediator effect contributing to the training effectiveness. As a conclusion, the findings of the study could provide awareness and guidelines for organization of the importance of training framing in increasing employees' motivation and further increasing the training effectiveness.

ABSTRAK

KAJIAN KES TENTANG MOTIVASI LATIHAN SEBAGAI KESAN MEDIATOR ANTARA RANGKA LATIHAN DAN KEBERKESANAN LATIHAN

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Kajian ini bertujuan untuk mengenalpasti peranan motivasi latihan sebagai mediator dalam hubungan antara rangka latihan dan komponen-komponen keberkesanan latihan (reaksi utiliti, pemindahan motivasi dan pembelajaran). Kajian ini adalah merupakan kajian keratan-rentas dan semua data serta maklumat diperolehi melalui boring soal selidik. Ujian Korelasi Pearson menunjukkan bahawa terdapat hubungan yang signifikan di antara rangka latihan dan semua komponen keberkesanan latihan iaitu reaksi utiliti ($r=0.480$), pemindahan motivasi ($r=0.450$) dan juga pembelajaran ($r=0.528$). Analisis Regresi Stepwise menunjukkan bahawa rangka latihan mempunyai hubungan yang signifikan dengan motivasi latihan sebagai moderator yang menyumbang kepada keberkesanan latihan. Kesimpulannya, hasil dapatan kajian ini diharapkan dapat memberi kesedaran dan panduan untuk organisasi tentang kepentingan rangka latihan dalam meningkatkan motivasi para pekerja dan seterusnya turut meningkatkan keberkesanan latihan.