

[✉ mailto:uumlib@uum.edu.my](mailto:uumlib@uum.edu.my)[📱 24x7 Service; AnyTime; AnyWhere](#)

UUM IRepository

[Login](#)

Relationship between selected factors on barriers of transfer of training towards the effectiveness of the training program

Toh, Shu Lim and Ahmad, Rusli and Bujang, Sopian (2008) *Relationship between selected factors on barriers of transfer of training towards the effectiveness of the training program*. In: The 4th National Human Resource Management Conference 2008, 17-19 August 2008 , Tiara Beach Resort, Port Dickson. (Unpublished)



PDF

Restricted to Registered users only

[Download \(138kB\)](#)

Abstract

This study aims to identify the relationship between selected factors on barriers of transfer of training towards the effective of training program. There are five independent variables being studied, which are learning organization, trainee motivation, training environment, management support and peer support. The dependent variable refers to the effectiveness of training program. Convenience sampling and questionnaire was used to collect the data which involving 100 respondents as a sample of the study. Four out of five barriers of transfer (learning organization, trainee motivation, training environment and peer support) were found significantly related to training effectiveness. Training environment found to affect training effectiveness the most. This research is important to overcome barriers of transfer of training in the work place. The organization may use the outcome of the study to improve the conditions, environment and facilities of the training program so that the training program is effective in the future. It is recommended that future researchers may include larger sample and study different variables when conducting their research in the related field.

Item Type: Conference or Workshop Item (Paper)

Additional Information: Jointly organized by the Malaysian Institute of Human Resource Management, Universiti Utara Malaysia and the Negeri Sembilan State Government.

Uncontrolled Keywords: barriers of transfer, effectives training, transfer of training

Subjects: [H Social Sciences > HD Industries. Land use. Labor > HD28 Management. Industrial Management](#)

Divisions: [School of Business Management](#)

Depositing User: [Mrs. Norazmilah Yaakub](#)

Date Deposited: 06 Mar 2011 01:42

Last Modified: 06 Dec 2016 06:24

URI: <https://repo.uum.edu.my/id/eprint/2665>

Actions (login required)



View Item

Altmeter

© Copyright **Perpustakaan Sultanah Bahiyah, UUM**. All Rights Reserved

Designed by [BootstrapMade](#)

