



# THE EFFECT OF TRAINING AND DEVELOPMENT ON ORGANIZATION

MUHAMMAD FADLI BIN SIRAMANG  
PC12039

## ABSTRACT

The mostly of the organization have their own training and development program in their company. It is to gain more advantage toward the organization and also the employee development. This studies is to look the relationship between the training and development on organization performance and also the employee performance.

## INTRODUCTION

**Scope:** Manufacturing company in Johor Bahru, Johor. The respondent is selected from the company who have a training and development.

**Total Sample:** 63

## OBJECTIVE/S

1. To study the training and development measures in the organization.
2. To explore the relationship between training and development measures and organizational performance and also employee performance.

## METHODS

1. Questionnaire  
- has 22 questions and is divided into 3 parts
2. By email
3. SPSS software

## RESULTS

The results show the coefficient questionnaires are acceptable based on Cronbach's alpha test

The questionnaire is valid follow the Cronbach's statistic.

**Table 1: Reliability Statistics**

Section	Cronbach's Alpha	N of Items	Valid	Excluded
Section B	0.831	6	63	0
Section C	0.849	10	63	0

**Table 2: The mean analysis for section B and C**

	Mean	N of items	Std. Deviation	Variance
Item Means	4.2884	6	0.66861	0.45699

	Mean	N of items	Std. Deviation	Variance
Item Means	4.1762	10	0.52047	0.28044

No	Hypothesis	Correlation Analysis	Regression Analysis	Result
1	H1: Training & Development programmes have significant impact on organizational performance.	Significant value 0.494	The value of Adjusted R Square is 0.537	The correlation analysis show the in moderate correlation. The regression show the hypothesis is valid.
	H2: Training & Development programmes have significant impact on employee performance.	Significant value 0.753	The value of Adjusted R Square is 0.744	The correlation analysis show the high correlation. The regression show the hypothesis is more valid.

## CONCLUSIONS AND RECOMMENDATION

**Conclusion:** This research is to investigate about the effect of the training and development on the organization. According to the correlation and regression analysis, the more correlation is the training and development have significantly impact on employee. It also show the highest value of the regression analysis.

**Recommendation:** The recommendation is the company must have different region required for more sample from the population, more assets and sources which is dependable to satisfy the goals of the thesis, the substantial number of respondents or members by incorporates the administration group from various classifications for more exact result and speaks to a more sensible population.