

AN INVESTIGATIONAL RESEARCH ON THE CORRELATION BETWEEN THE MANAGER'S ROLE IN TRAINING PROGRAMS AND TRAINING TRANSFER IN A LOCAL GOVERNMENT OFFICE IN MALAYSIA

*Ismail Azman, National Defence University of Malaysia
Hamid Norashikin Sahol, National Defence University of Malaysia
Hua Ng Kueh, Universiti Malaysia Sarawak
Ali Fazilatulaili, National Defence University of Malaysia*

ABSTRACT: This research was designed to investigate the correlation between manager's role and training transfer. A survey method was employed to gather 427 usable questionnaires from government servants in a local government office in Malaysia. The outcome of stepwise regression study showed four important findings: firstly, support is insignificantly correlated with training transfer. Secondly, communication is significantly correlated with training transfer. Thirdly, assignment is insignificantly correlated with training transfer. Fourthly, delivery mode is significantly correlated with training transfer. The statistical value of this research shows that communication and delivery mode have played important roles as determinants of training transfer, but support and assignment have not played important roles as determinants of training transfer in the organizational sample. In this paper, discussions, propositions and conclusions are elaborated.

Key Words: Manager's role, training transfer, local government office in Malaysia

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