

**THE MEDIATING EFFECT OF EMPLOYEE
READINESS TO CHANGE ON THE
RELATIONSHIP BETWEEN
TRAINING AND DEVELOPMENT
AND EMPLOYEE JOB PERFORMANCE
AMONG SECONDARY SCHOOL
TEACHERS IN LIKAS, SABAH**



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PERPUSTAKAAN
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**FACULTY OF BUSINESS, ECONOMICS AND
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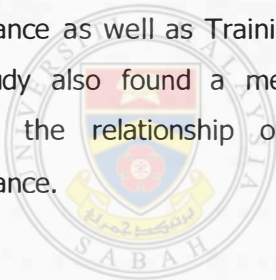
**DISSERTATION SUBMITTED IN FULFILMENT
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ABSTRACT

Generally, Training & Development has always been significantly linked to Employee Job Performance therefore many companies and organizations invest in Training & Development initiatives to encourage Employee Job Performance. Additionally, sometimes other factors are also found to contribute in encouraging Employee Job Performance when given Training & Development initiatives for example Employee Readiness to Change. Thus, the purpose of this study is to examine the relationship between three variables of Training & Development, Employee Readiness to Change and Employee Job Performance among secondary school teachers in Likas, Sabah. A total of 165 sets of questionnaire were distributed to three schools within Likas area. For the studied sample, the results indicates that there is a significant relationship between Training & Development and Employee Readiness to Change, Employee Readiness to Change and Job Performance as well as Training & Development and Employee Job Performance. This study also found a mediating effect of Employee Readiness to Change between the relationship of Training and Development on Employee Job Performance.



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ABSTRAK

Secara umumnya, latihan & pembangunan pekerja sentiasa dikaitkan dengan kepada prestasi kerja pekerja. Oleh itu banyak syarikat dan organisasi sanggup melabur dalam inisiatif latihan & pembangunan pekerja dalam menggalakkan prestasi kerja pekerja. Selain itu, terdapat juga faktor-faktor lain yang didapati menjadi peyumbang dalam menggalakkan prestasi kerja pekerja apabila diberi inisiatif latihan & pembangunan. Salah satu faktor yang dikenali ialah kesediaan pekerja untuk berubah. Oleh itu, tujuan kajian ini adalah untuk mengkaji hubungan antara tiga pembolehubah latihan & pembangunan, kesediaan pekerja untuk berubah dan prestasi kerja pekerja di kalangan guru-guru sekolah menengah di Likas, Sabah. Sebanyak 165 set kertas soal selidik telah diedarkan kepada tiga buah sekolah dalam kawasan Likas. Bagi sampel yang dikaji, keputusan menunjukkan bahawa terdapat hubungan yang signifikan antara latihan & pembangunan dan kesediaan pekerja untuk berubah, hubungan di antara kesediaan pekerja untuk berubah dan prestasi kerja pekerja, hubungan di antara latihan & pembangunan dan prestasi kerja pekerja. Kajian ini juga mendapati bahawa ada kesan pengantara kesediaan pekerja untuk berubah antara hubungan latihan & pembangunan kepada prestasi kerja pekerja.