

**YANGON UNIVERSITY OF ECONOMICS
DEPARTMENT OF MANAGEMENT STUDIES
MBA PROGRAMME**

**TRAINING PRACTICES AND
EMPLOYEE PERFORMANCE OF
PROVEN TECHNOLOGY INDUSTRY CO., LTD.**

**LA MIN AUNG
MBA (Online) 161002
ONLINE MBA**

DECEMBER, 2019

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Academic Year (2016-2019)

Supervised by

Daw Zar Ni Min

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**A thesis submitted to the Board of Examiners in partial fulfillment of the
requirement for degree of Master of Business Administration (MBA)**

Supervised by

Daw Zar Ni Min

Lecturer

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(2016-2019)

ACCEPTANCE

This is to certify that this thesis entitled “ **Training Practices and Employee Performance of Proven Technology Industry Co., Ltd**” has been accepted by the Examination Board for awarding Master of Business Administration (MBA) degree.

Board of Examiners

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Yangon University of Economic

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(Supervisor)

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(Examiner)

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(Examiner)

December, 2019

ABSTRACT

The main objectives of the study are to analyze the effect of training practices on employee performance of Proven Technology Industry Co., Ltd. and to analyze the effect of employee performance on intention to stay at Proven Technology Industry Co., Ltd. In The primary data are collected from 122 out of 200 employees at Proven Technology Industry Co., Ltd. The findings indicate that both on-the-job and off-the- job training leads to higher employee performance of Proven Technology Industry Co., Ltd. The results indicate that employee performance have strong impact on intention to stay of employee at Proven Technology Industry Co., Ltd. This study highly recommends that the company should maintain their current training scheme, both on-the-job and off-the-job, on their employees in order to get higher performance and this, in turn, enables the employees' intention to stay in the company.

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TABLE OF CONTENTS

	Page
ABSTRACT	i
ACKNOWLEDGEMENTS	ii
TABLE OF CONTENTS	iii
LIST OF TABLES	v
LIST OF FIGURES	vi
LIST OF ABBREVIATIONS	vii
Chapter 1 INTRODUCTION	1
1.1 Rationale of the Study	2
1.2 Objectives of the Study	3
1.3 Scope and Method of the Study	3
1.4 Organization of the Study	4
Chapter 2 THEORETICAL BACKGROUND	5
2.1 Training Practices	5
2.2 Employee Performance	7
2.3 Intention To Stay	8
2.4 Previous Studies	9
2.5 Conceptual Framework of the Study	12
Chapter 3 PROFILE AND TRAINING PRACTICES IN PROVEN TECHNOLOGY INDUSTRY CO., LTD.	14
3.1 Profile of Proven Technology Industry Co., Ltd.	14
3.2 Training Practices in Proven Technology Industry Co., Ltd.	17

3.3	Research Design	21
3.4	Reliability Test	21
3.5	Demographic Profile of the Respondents	22
3.6	Employee Perception on Training Practices	24
Chapter 4	ANALYSIS ON EFFECT OF TRAINING PRACTICES ON EMPLOYEE PERFORMANCE	28
4.1	Employee Performance of Proven Technology Industry Co., Ltd.	28
4.2	Intention to Stay of Proven Technology Industry Co., Ltd.	29
4.3	Analysis on the Effect of Training Practices on Employee Performance	30
4.4	Analysis on the Effect of Employee Performance on Intention to Stay	32
Chapter 5	CONCLUSION	34
5.1	Findings and Discussions	34
5.2	Suggestions and Recommendations	35
5.3	Needs for Further Research	36

REFERENCES

APPENDICES

LIST OF TABLES

Table No.	Title	Page
Table (3.1)	On-the-Job Training in Proven Technology Industry Co., Ltd.	17
Table (3.2)	Off-the-Job Training in Proven Technology Industry Co., Ltd.	19
Table (3.3)	Reliability Analysis of Variables	22
Table (3.4)	Demographic Profile of Respondents	23
Table (3.5)	On-the-Job Training	25
Table (3.6)	Off-the-Job Training	26
Table (4.1)	Employee Performance after Training and Development	28
Table (4.2)	Intention to Stay of Proven Technology Industry Co., Ltd.	29
Table (4.3)	Analysis on the effect of Training Practices on Employee Performance	29
Table (4.4)	The Effect of Employee Performance on Intention to Stay	31

LIST OF FIGURES

Figure No.	Particulars	Page
Figure (2.1)	Conceptual Framework of S. Shafiq.	10
Figure (2.2)	Conceptual Framework of Mozael.	10
Figure (2.3)	Conceptual Framework of the Study.	12
Figure (3.1)	Organization Structure of Proven Technology Industry Co., Ltd.	16

LIST OF ABBREVIATIONS

GPS	Global Positioning System
HRD	Human Resource Development
HRM	Human Resource Management
IATF	International Automotive Task Force
IFRS	International Financial Reporting System
OJT	On Job Training
POS	Point of Sale
PTIC	Proven Technology Industry Co., Ltd.
RC	Responsible Care
GHS	Globally Harmonizes System

APPENDIX A
YANGON UNIVERSITY OF ECONOMICS
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**Survey Questionnaires for Training Practices and Employee
Performance of Proven Technology Industry Co., Ltd.**

Dear Respondents,

My name is La Min Aung and I am a student of the Yangon University of Economics, studying Master in Business Administration. I am working on the thesis on the topic of “ Training Practices and Employees’ Performance”.

I would really appreciate if you could spend a few minutes of your time filling in this survey. Your cooperation is greatly appreciated and obtained information will be treated strictly confidential and anonymously, and only be used for research purpose.

I kindly requested to answer all of the questions to the best knowledge of your understanding.

Thank you for your kindly cooperation,

Sincerely,

La Min Aung

Roll No. – 161002

OMBA

Training Evaluation Survey of Proven Technology Industry Company Limited (PTIC)

Please tick the box that correspondent to your answers.

Gender

- Male Female

Age

- Under 25 25 – 34
 35 – 44 45 and above

Your Educational Level

- Undergraduate Bachelor Degree
 Master / PHD Degree

Your working experiences

- Less than 2 years 2 – 5 years
 5 – 10 years 10 – 20 years
 Over 20 years

Tenure with your current Organization

- Less than 2 years 2 – 5 years
 5 – 10 years 10 – 20 years
 Over 20 years

Your level of position

- Managerial staff Non-managerial staff

Please read each statement carefully and decide if you ever feel this way about your work and please choose how much you agree or disagree with each statement by crossing One number for each statement.

Section (A) – Training Programs

1= Strongly Disagreed, 2 = Disagreed, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

Sr.	Statement	Significant Level				
		1	2	3	4	5
On Job Training		1	2	3	4	5
1	I can learn hands-on experience and knowledge from my mentor.					
2	The need for the training is adequately analyzed before attending the training program.					
3	I know more about functional and cross-functional knowledge from job rotation.					
4	I learn new and alternatives methods in doing my job via mentoring.					
5	Job rotation makes work more interesting and increase my motivation at work.					
6	One-to-one coaching contributes to a large extent in improving the confidence and commitment of an employee.					
7	By getting job instruction, I will be able to improve the way I do my current job.					
8	Because of job enrichment, I can establish better relationship among peers, supervisor and subordinate.					
9	I can quickly identify the weak areas of the work environment by getting one-to-one coaching.					
Off-Job Training		1	2	3	4	5
1	Organization provides the relevant class concerned with job assigned.					
2	Lecture programs make me familiar with Academic theories which are related to my work.					
3	During the case study program, came across a lot of new ideas, which are useful in actual working place.					
4	I can make innovations at workplace using the information learned in workshop training.					
5	I am provided with software training course when company adopts new or advance software.					
6	There was high degree of participation and involvement during the customer service course which help solve customer complaints.					
7	Process & Battery Knowledge Training bridges the gap between theory and practical knowledge.					
8	Teamwork and interpersonal skills are improved by playing management games.					
9	Lectures improve confidence and motivation as I can learn and apply industry best practices at work.					

Please read each statement carefully and decide if you ever feel this way about your work and please choose how much you agree or disagree with each statement by crossing One number for each statement.

Section (B) – Employee Performance

1= Strongly Disagreed, 2 = Disagreed, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

Sr.	Statement	Significant Level				
		1	2	3	4	5
Employee Performance		1	2	3	4	5
1	I managed to plan my work so that it was done on time.					
2	Have optimal planning skill.					
3	I knew how to set the right priorities.					
4	Collaboration with right people was very productive.					
5	I took on challenging work tasks, when available.					
6	I worked at keeping my skills up-to-date.					
7	I took on extra responsibilities.					
8	I started my new tasks myself, when my old ones were finished.					

Please read each statement carefully and decide if you ever feel this way about your work and please choose how much you agree or disagree with each statement by crossing One number for each statement.

Section (C) – Intention to Stay

1= Strongly Disagreed, 2 = Disagreed, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

Sr.	Statement	Significant Level				
		1	2	3	4	5
Intention to stay		1	2	3	4	5
1	Exhibit the positive attitude when working as a part of organization.					
2	I feel I have job security.					
3	I plan to be working for the company years from now.					
4	The company's benefits meet my needs.					
5	I would be very happy to spend the rest of my career with this organization.					
6	As long as possible, I plan to work at my present job.					
7	I have both personal and professional development in this company.					
8	I have carrier opportunity in this company.					

APPENDIX B

STATISTICAL OUTPUTS

(1) Training Practices on Employee Performance

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.699 ^a	.488	.480	.35363	.488	56.818	2	119	.000	1.972

a. Predictors: (Constant), OFF THE JOB MEAN, ON THE JOB MEAN

b. Dependent Variable: EMPLOYEE PERFORMANCE MEAN

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14.211	2	7.105	56.818	.000 ^b
	Residual	14.882	119	.125		
	Total	29.092	121			

a. Dependent Variable: EMPLOYEE PERFORMANCE MEAN

b. Predictors: (Constant), OFF THE JOB MEAN, ON THE JOB MEAN

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.056	.294		3.586	.000		
	On the job Mean	.292	.095	.266	3.065	.003	.569	1.758
	Off the job Mean	.450	.079	.494	5.687	.000	.569	1.758

a. Dependent Variable: EMPLOYEE PERFORMANCE MEAN

(2) The Effect of Employee Performance on Intention to Stay

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.629 ^a	.396	.391	41779	.396	78.551	1	120	.000	517

a. Predictors: (Constant), EMPLOYEE PERFORMANCE MEAN

b. Dependent Variable: INTENTION TO STAY MEAN

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13.711	1	13.711	78.551	.000 ^b
	Residual	20.946	120	.175		
	Total	34.656	121			

a. Dependent Variable: INTENTION TO STAY MEAN

b. Predictors: (Constant), EMPLOYEE PERFORMANCE MEAN

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.148	.309		3.718	.000		
	Employee Performance Mean	.687	.077	.629	8.863	.000	1.000	1.000

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ependent Variable: INTENTION TO STAY MEAN