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The Factors That Influence The Transfer Of Training In Disaster Preparedness Training: A Review

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Abstract

Every organisation and government invests in implementing effective training programmes to maximize the inherent value of their existing human capital. Human development training programmes have been an integral part in encouraging the employees to be a competent and skilled labour force that is knowledgeable and able to perform assigned tasks. Disaster preparedness training is one of training programmes provided to employees and volunteers to prepare and reduce the effects of a disaster such as flood. A variety of training is provided such as swimming skills, cardiopulmonary resuscitation (CPR) technique, basic rescue, disaster management, physical intelligence and basic disaster action. However, there is still lack of study that reviews the potential factors that influence the transfer of training in disaster preparedness training. This study is conducted to address this gap. Specifically, this study will review previous studies to identify the potential factors that could influence the transfer of training in disaster preparedness training.

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Keywords: Disaster preparedness, transfer of training

1. Introduction

Training is an essential element for an organization to move forward According to the Prime Minister in the 2015 Budget, human capital is an important source in determining a nation's success. Fresh ideas, creativity, the latest innovations and soft skills generate the economy of a nation. In its annual report, the Human Resource Development

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Corporation (Pembangunan Sumber Manusia Berhad (PSMB), a total of 783,296 training sites with financial assistance amounting to RM506.14 million has been approved, with the payment of RM407.65 million made throughout the year ending 2013 (Pembangunan Sumber Manusia Berhad, 2013). This shows that various trainings have been carried out, at high expense, to help workers increase their level of knowledge, skills and competence (Saks, Salas, & Lewis, 2014). A majority of the workers who have attended the trainings showed lack of transfer of skills and knowledge (Kasim, Omar, Ali, & Hashim, 2013).

The study noted that only 10 percent of the trainings have successfully established a positive transfer of learning (Schneider, Pältz, & Stauche, 2014). The study by TransLearn Associates (1999), however, stated that only 5 percent of the knowledge and skills learned are applicable at the workplace. The New Economic Model for Malaysia (Majlis Penasihat Ekonomi Negara, 2010) proposed for a better range of skills training programmes to address the issues on the lack of talent, skilled labour and the weak job market.

The main objective of training is to enable workers to master knowledge, skills and attitude acquired during their training and to apply what they have learned into their daily work activities. In this modern day and age, it is crucial for an organization to have competent, knowledgeable workforce to retain their competitive edge. This would enable employers to contribute towards the economic growth of the nation, in response to the main policies stated by the Government, namely in terms of human capital development (Economic Planning Unit, 2013).

2. Disaster Preparedness Training

Disaster preparation training is one of the exercises to provide workers with the right knowledge, skills and attitude when facing a disaster. It is a training programme provided to employees and volunteers to prepare them and reduce the effects of disaster such as flood and also to increase their knowledge and readiness (Alam, n.d.). A variety of training is provided such as swimming skills, cardiopulmonary resuscitation (CPR) technique, basic rescue, disaster management, physical intelligence and basic disaster action. According to the World Health Organization, prevention and preparation is equally important with emergency supplies. The community should be equipped to face any disaster with enough knowledge and skills (Alim, Kawabata, & Nakazawa, 2014) and disaster preparedness training should be held frequently (Rahman, 2012; Gissing, 2003)

In the study of Jasper et al., (2013), disaster preparedness training and knowledge preparation for medical workers has been found to be insufficient as employees were still not ready to deal with the disaster (Rn & Rgn, 2011). One of the ways for medical organizations to ensure the transfer of knowledge during the training is to ensure that assessments on disaster preparation are conducted continuously in order to maintain or retain information, knowledge and skills acquired during training. Therefore, trainers need to know their roles and responsibilities by emphasizing on knowledge (Tahir, 2005) and understanding it by attending disaster preparedness training.

3. Transfer of Training

Training is an intensive learning process that is developed in order to improve the knowledge, skills and attitudes of employees to increase their performance levels. The learning process is very important. It needs to be done on an ongoing basis in order to ensure the transfer of information and skills acquired in training. It is one of the organization's efforts in planning training for staff with the intention to ease learning and improve worker's competency in doing work.

The transfer of training is the process of transferring new knowledge, skills and attitude for effective work performance. What has been learned in training to prepare for disasters must to be applied in the workplace or at the location of the occurrence of the disaster (Lim & Nowell, 2014).

Most of the training and development programmes that have been carried out by the organization is wasted because the training is not effective and employees failed to apply new knowledge, skills and attitude at the workplace. Meanwhile, only 21 percent of interested organizations assess the level of transfer of training of their employees (Lim & Nowell, 2014). Frequently associated when the employees can use what they have learned at the workplace (Bouzuenda, 2014). There is no solution to this problem and it has become a worldwide phenomenon.

Employees who are not practicing what they have learned during training, the training is considered ineffective. If the employee does not practice for six months, the new knowledge, skills and attitude will forgotten by

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