

ABSTRACT

The purpose of this research is to study the effectiveness of KD SULTAN IDRIS 1 in performing their responsibility to train the officers and equip them with the required knowledge, skill and attitudes to perform their job performance onboard ship. The Sea Training Program is the core of the Basic Junior Officer Course which is divided into two sessions, 10 month in the 2nd year of training and 3 month in the 3rd year of training. The program has been designed so that at the end 2nd year, the trainees will be awarded with required certificates and finally will be awarded with Diploma in Technology Management (Maritime Defense and Transportation) from the University of Technology, Malaysia (UTM) after completed the three year program. Respondents of the study are 109 trainees which are from the 2nd year cohort of 46 trainees and 3rd year cohort of 63 trainees.

The research findings showed a positive relationship between independent variables design of training program, supervisor's support, trainee's motivation to learn and dependent variable course satisfaction with statistically significant correlation. This study confirmed the importance of variable trainee's motivation to learn is the most contribution factor that leads to trainees' performance onboard ship. The training effectiveness is measured using trainees' course satisfaction, examination achievement, basic job skills performance and personal attributes. The results shows the trainees perceive Sea Training Program as effective in helping the trainees to undertake their future job performance, results from the examination illustrated that the

trainees were moderately able to transfer their knowledge to the examination. The results analysis from t-test revealed that the sea training program significantly improved the trainees' basic job skill and personal attributes with the significant differences of behavior before and after sea training program.