

**The Relationship between Transfer of Training and Three Predictors:
Training Design, Trainee Characteristics and Work Environment in
Trincomalee District in Sri Lanka**

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In recent years' organizations invested huge amounts of money on training and development to achieve employees' full potential and face future challenges effectively. To enhance employees' job performance or success, the literature recommends that transfer of training plays an important role in the success of employees in the work environment. Thus, the purpose of this study is to investigate the relationship between transfer of training and the three types of predictors namely, training design factors (transfer design and content validity), trainee characteristics (self - efficacy and training retention) and work environment factors (supervisor support and peer support) of Commercial bank employees in Trincomalee District. With a thorough review of the literature, conceptual model was developed. The study developed validated research instruments. The model was empirically tested by collecting data from Commercial bank employees' in Trincomalee District. A total of 150 Commercial bank employees were selected for the study using the stratified random sampling technique and 137 usable questionnaires were returned. To validate the items, internal consistency reliability, content validity and convergent validity was tested. Hypotheses were developed and to test hypotheses, Pearson correlation coefficient analysis was used. The findings revealed that training design factors such as transfer design and content validity have a moderate and significant positive relationship on transfer of training. Likewise, trainee characteristics, self-efficacy have a moderate significant positive relationship, however the training retention have a strong relationship on transfer of training. The work environment factors that supervisor support and peer support have a very strong positive relationship on transfer of training. Further, this study provided implications of the results and future direction for further research.

Keywords: Transfer of Training, Training Design, Trainee Characteristics, Work Environment

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