

## **Factors Influencing the Motivation to Training Transfer: A Study of Apparel Sector HRM Employees in Sri Lanka**

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Every employee's dream is to have a highly successful career that they enjoy and provide them with the lifestyle they desire. Therefore, most of the employees are more concerned about enhancing their knowledge by using training. Hence, the main aim of current research is to identify factors influence the motivation of training transfer. Training transfer is the dependent variable. The independent variables mainly self-efficacy, career commitment, an opportunity to perform, supervisory support, strategic awareness. The sample was selected from apparel firms to conduct this quantitative study, and 199 HRM employees were chosen by applying the non-proportionate stratified random sampling method. The collected data were analyzed using correlation and simple linear regression with the aid of SPSS version 23.0. The findings of the study indicated that all select variables have a positive correlation with the motivation of training transfer, and Strategic awareness makes a strong positive impact on the motivation of training transfer and opportunity to perform also makes a strong relationship with the motivation of training transfer. Moreover, strategic awareness and opportunity to perform make a great impact on the motivation of training transfer with compering other selected variables

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