

**Factors Affecting Training Transfer: A Case of Executive Level
Employees in Ceylon Tea Services PLC**

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The current study was designed to assess the impact of training-related factors on the transfer of training. This is a quantitative study and a standard questionnaire was used to collect primary data. The entire population of executive-level employees was considered as a sample of this study and data were collected from 105 executive-level employees who had participated in several training programs in Ceylon Tea Services PLC. Correlation analysis, simple regression analysis, and multiple regression analysis were used to analyze the data. The results of correlation analysis revealed that there is a positive relationship between each of the independent variables: trainee characteristics, training design, the work environment, and the dependent variable: transfer of training. Further, the result of simple regression analysis revealed that trainee characteristics, training design and work environment significantly and positively influence on transfer of training. Moreover, the result of the stepwise multiple regression analysis indicated the work environment and training design respectively has the highest impact on the transfer of training rather than trainee characteristics. Therefore, this study suggests that it can be achieved benefits from the training programs through considering on the work environment and the design of the training program.

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