

The Role of Organizational and Individual Factors in Predicting Training Transfer: A Conceptual Model.

- **Author(s):** Norhasni Zainal Abiddin ,Affero Ismail ,Abida Nasreen
- **Abstract:** The purpose of the article is to design a conceptual model to assess the relationships between organizational support, pre-training peer support, pre-training superior support and training transfer through the mediating roles of training readiness and motivation to learn. The paper conducted an extensive review on individual and organizational factors in the context of training readiness, motivation to learn and training transfer. From the literature review, five predictors of training transfer were identified: organization support, pre-training peer support, pre-training superior support, training readiness and motivation to learn. Also, training readiness is expected to mediate the effect of pre-training peer support and pre-training superior support on training transfer while motivation to learn would mediate the effect of training readiness on training transfer. The model framework when tested and validated would provide research- informed practical intervention that could assist Human Resource Development (HRD) practitioners in achieving effective training transfer. The paper provides a theoretical framework that adopted five possible predictors of training transfer in an organization. The five possible predictors could provide informed insights on theory of planned behaviour and human capital theory. Finally, the predictors can be considered in designing and implementing policy informed human resource development in the organization.
- **Keywords:** Organization support, Training readiness, Motivation to learn, Organization support, Training transfer, pre-training