

ABSTRACT

This research attempted to test the impact of interventions and factors affecting training transfer. The whole research consisted of four studies. In Study 1 and 2, the two post-training interventions – goal setting and relapse prevention – were tested and compared for their effects on training transfer of the leadership skills and the factors affecting training transfer. The leadership behaviors and the factors affecting training transfer which are ability, motivation, work environment, and secondary influences (performance self-efficacy and learner readiness) served as the dependent variables. The factors affecting training transfer were also tested as predictors of the training transfer of leadership skills in Study 3, and three demographic variables were tested for their effects on the dependent variables in Study 4. Participants (n = 80) included managers from various departments within six manufacturing and trading organizations in Thailand. Data analyses included MANOVA, one-way ANOVA, two-way ANOVA, and regression analysis. According to the research findings, the two interventions impacted on the training transfer of leadership skills, ability factors, motivation factors, work environment factors and secondary influences factors. Relapse prevention was found to have a higher level of effectiveness than goal setting on training transfer; however, goal setting was found to have a higher impact than relapse prevention in secondary influences factors. The results also revealed that only the ability factors and gender were found to be significantly associated with the training transfer of leadership skills. Discussions include the implications of the findings for training practices using combined goal setting and relapse prevention in the post-training process.

Keywords: training transfer; post-training intervention; goal setting; relapse prevention; factors affecting training transfer