

## Factors Influencing Motivation to Transfer Training: An Empirical Study of a Government Sector Training Programme in Sri Lanka

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**ABSTRACT:** *Research related to factors affecting transfer of training in the government sector in Sri Lanka is extremely limited. Hence, this paper examines the impact of two trainee characteristics (self efficacy and career commitment) and four work environmental factors (supervisory support, opportunity to perform, awareness of strategic linkages and accountability) on motivation to transfer. Data were collected from 152 officers of the Sri Lanka Administrative Service who participated in a capacity building training program. The Structural Equation Modeling technique was used to test the hypotheses derived from the extensive literature survey. The findings revealed that trainees' self efficacy has a significant impact on the motivation to transfer. Contrary to expectation, the other constructs did not significantly influence the motivation to transfer. The implications of the results and limitations of the study are also noted, along with suggestions.*

**Keywords:** *Motivation to transfer, training, trainee characteristics, work environmental factors*

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