

**THE IMPACT OF TRAINING DESIGN ON TRANSFER OF
TRAINING: THE MODERATING ROLE OF PERCEPTION OF
LEARNING (A STUDY WITH SPECIAL REFERENCE TO THE
BANKING SECTOR IN THE AMPARA)**



BY

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ABSTRACT

The purpose of this study is to analyze the moderating impact of perception of learning in the relationship between training design and the transfer of training. There are limited researches available in the context of how training design impacts on training transfer, and there are limited research studies available to discuss the perception of learning with training design and transfer of training. There were limited studies that examined the moderating role of perception of learning in the relationship between training design and transfer of training in the banking sector. Research gaps exist and therefore it is of more importance to the Sri Lankan banking sector. This study eliminates the empirical gap in the banking sector area regarding this topic. Using a structured questionnaire, the data was collected from 215 employees in selected banks in Ampara. And the collected data were analyzed by using descriptive statistics, correlation, and regression analyses. The findings of the study reveal that training design positively impacts the transfer of training. Also, there is a significant, strong, positive relationship between training design and the transfer of training. And, perception of learning moderates the relationship between training design and transfer of training.

Keywords: Training Design, Transfer of Training, Perception of Learning

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