

A Study of the Relationship Between Trainee Characteristics and Transfer of Training.
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Abstract

This study is aimed at exploring the relationship between trainee's characteristics (self-efficacy, trainee's ability and trainee's motivation) towards transfer of training. The data were collected from 68 hotel employees in Kuching who had attended training program. Respondents were asked to complete the closed-ended questionnaire. The data was analyzed descriptively using mean and frequencies and inferentially using Pearson Correlation and Multiple Regression. Pearson Correlation Analysis is used to measure the relationship between personality factors and the transfer of training. All alternative hypotheses were accepted. The results suggest that there has a significant relationship ($p < 0.01$) between trainee characteristics and transfer of training. The results also show that trainee's ability is the predictor that has the most significant relationship with the transfer of training among the trainee characteristics construct.