Reference


development programmes: A review and some recent research findings. *Management & Labour Studies.*


Lance, C. E., Kavanagh, M. J., & Brink, K. E. (2002). Retraining climate as a predictor of retraining success and as a moderator of the relationship between


Appendix
Dear participant

I am a PHD student from the Department of Human Resource management, University of sciences Islamic Malaysia. I am conducting a study and my interest is in learning about how trainees are motivated to apply what they learn from their training courses. You have been selected to participate in the study, as you are one of the post-training participants. Your participation will involve completing a questionnaire that will take approximately 20 minutes. Your participation in this study is completely voluntary, and you are free to withdraw at any time and for any reason without penalty. Please feel free to ask any questions you may have regarding this study by contacting:

Hand phone: 0060182563540
Email: altomi50@yahoo.com

SECTION A
Participants’ no............

Demographics

This part of the questionnaire requires information about you and your business. (Please tick the appropriate response)

1. Gender: 1. [ ] Male 2. [ ] Female

2. Your age is: 1. [ ] 20-30 2. [ ] 31-40

3. [ ] 41-50 4. [ ] 51 and above

3. Was this training mandatory? 1. [ ] Yes 2. [ ] No

4. Involvement in the firm: 1. [ ] Fulltime 2. [ ] Part time

5. The years of current position 1. [ ] 1year 2. [ ] 2 years

3. [ ] 3 years 4. [ ] more than 3 years

This inventory is designed to gather information about your perceptions of motivation transfer training. Please fill in your response to each item. Completion of this survey acknowledges your voluntary cooperation and all responses will be kept strictly confidential.
**SECTION: B**

**Instructions:** For each training statement listed below, circle the number that most closely reflects your opinion. There are five possible choices for each item:

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>disagree</th>
<th>not sure</th>
<th>agree</th>
<th>strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>

There is no right or wrong answer or time limit. However, please respond to every item in the list.

### MOTIVATION TO LEARN

<table>
<thead>
<tr>
<th>Number</th>
<th>Status</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>I am motivated to learn the training material in this workshop.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>I will try to learn as much as I can from this workshop</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>I have a better chance of learning this training material than most others</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>I volunteered for this training as soon as I could.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>The knowledge and experience that I gain in this training may advance my career</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Even if I fail, this training will be a valuable experience</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>I will get more from this training than most people</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>If I have difficulty during training, I will try harder</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>I am more prepared for this training than most people.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>I am personally interested in the subject of training</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Self-efficacy

<table>
<thead>
<tr>
<th></th>
<th>Statement</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>My job is well within the scope of my abilities.</td>
</tr>
<tr>
<td>12</td>
<td>I do not anticipate any problems in adjusting to work in this organization.</td>
</tr>
<tr>
<td>13</td>
<td>I feel I am overqualified for the job I will be doing.</td>
</tr>
<tr>
<td>14</td>
<td>I have all the technical knowledge I need to deal with my job, all I need now is practical experience</td>
</tr>
<tr>
<td>15</td>
<td>I feel confident that my skills and abilities equal or exceed those of my future colleagues.</td>
</tr>
<tr>
<td>16</td>
<td>I could handle a more challenging job than the one I am doing.</td>
</tr>
<tr>
<td>17</td>
<td>Professionally speaking, my job exactly satisfied my expectations of myself.</td>
</tr>
<tr>
<td>18</td>
<td>My past experiences and accomplishments increase my confidence that I will be able to perform successfully in this organization</td>
</tr>
</tbody>
</table>

### Job satisfaction

<table>
<thead>
<tr>
<th></th>
<th>Statement</th>
</tr>
</thead>
<tbody>
<tr>
<td>19</td>
<td>All in all I am satisfied with my job</td>
</tr>
<tr>
<td>20</td>
<td>In general, I do not like my job</td>
</tr>
<tr>
<td>21</td>
<td>In general, I like working here</td>
</tr>
</tbody>
</table>

### Content relevance:

<table>
<thead>
<tr>
<th></th>
<th>Statement</th>
</tr>
</thead>
<tbody>
<tr>
<td>22</td>
<td>This course was very relevant to my job</td>
</tr>
<tr>
<td>23</td>
<td>This course was a great practical value to me for my job</td>
</tr>
<tr>
<td></td>
<td>Opportunity to perform</td>
</tr>
<tr>
<td>---</td>
<td>---------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>24</td>
<td>This course was closely related to my job needs</td>
</tr>
<tr>
<td>25</td>
<td>I will get opportunities to use this training on my job</td>
</tr>
<tr>
<td>26</td>
<td>What is taught in training closely matches my job requirements</td>
</tr>
<tr>
<td>27</td>
<td>There are enough human resources available to allow me to use skills acquired in training</td>
</tr>
<tr>
<td>28</td>
<td>At work, budget limitations will prevent me from using skills acquired in training</td>
</tr>
<tr>
<td>29</td>
<td>Our current staffing level is adequate for me to use this training</td>
</tr>
<tr>
<td>30</td>
<td>It will be hard to get materials and supplies I need to use the skills and knowledge learned in training</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Organizational learning culture</th>
</tr>
</thead>
<tbody>
<tr>
<td>31</td>
<td>In my organization people are rewarded for learning</td>
</tr>
<tr>
<td>32</td>
<td>In my organization people spend time building trust with each other</td>
</tr>
<tr>
<td>33</td>
<td>In my organization teams/groups revise their thinking as a result of group discussion or information collected</td>
</tr>
<tr>
<td>34</td>
<td>my organization makes its lessons learned available to all employees</td>
</tr>
<tr>
<td>35</td>
<td>my organization recognizes people for taking initiative</td>
</tr>
<tr>
<td>36</td>
<td>my organization works together with the outside</td>
</tr>
</tbody>
</table>
community to meet mutual needs

<table>
<thead>
<tr>
<th>Number</th>
<th>Statues</th>
</tr>
</thead>
<tbody>
<tr>
<td>37</td>
<td>In my organization leaders continually look for opportunities to learn</td>
</tr>
</tbody>
</table>

### Power distance

<table>
<thead>
<tr>
<th>Number</th>
<th>Statues</th>
</tr>
</thead>
<tbody>
<tr>
<td>38</td>
<td>People in higher positions should make most decisions without consulting people in lower positions</td>
</tr>
<tr>
<td>39</td>
<td>People in higher positions should not ask the opinions of people in lower positions too frequently</td>
</tr>
<tr>
<td>40</td>
<td>People in higher positions should avoid social interactions with people in lower positions</td>
</tr>
<tr>
<td>41</td>
<td>People in lower positions should not disagree with decisions by people in higher positions</td>
</tr>
<tr>
<td>42</td>
<td>People in higher positions should not delegate important tasks to people in lower positions</td>
</tr>
</tbody>
</table>

### Motivation to transfer

<table>
<thead>
<tr>
<th>Number</th>
<th>Statues</th>
</tr>
</thead>
<tbody>
<tr>
<td>43</td>
<td>Training will increase personal productivity</td>
</tr>
<tr>
<td>44</td>
<td>When I leave training, I can’t wait to get back to work to try what I learned</td>
</tr>
<tr>
<td>45</td>
<td>I believe the training will help me do my current job better.</td>
</tr>
<tr>
<td>46</td>
<td>I get excited when I think about trying to use my new learning on my job</td>
</tr>
<tr>
<td>Number</td>
<td>Statues</td>
</tr>
<tr>
<td>--------</td>
<td>-------------------------------------------------------------------------</td>
</tr>
<tr>
<td>47</td>
<td>At my work, I feel bursting with my energy</td>
</tr>
<tr>
<td>48</td>
<td>I find the work that I do full of meaning and purpose</td>
</tr>
<tr>
<td>49</td>
<td>Time flies when I am working</td>
</tr>
<tr>
<td>50</td>
<td>At my job, I feel strong and vigorous</td>
</tr>
<tr>
<td>51</td>
<td>I am enthusiastic about my job</td>
</tr>
<tr>
<td>52</td>
<td>When I am working, I forget everything else around me</td>
</tr>
<tr>
<td>53</td>
<td>My job inspires me</td>
</tr>
<tr>
<td>54</td>
<td>When I get up in the morning, I feel like going to work</td>
</tr>
<tr>
<td>55</td>
<td>I feel happy when I am working intensely</td>
</tr>
<tr>
<td>56</td>
<td>I am proud of the work that I do</td>
</tr>
<tr>
<td>57</td>
<td>I am immersed in my work</td>
</tr>
<tr>
<td>58</td>
<td>I can continue working for very long periods at time</td>
</tr>
<tr>
<td>59</td>
<td>To me, my job is challenging</td>
</tr>
<tr>
<td>60</td>
<td>I get carried away when I am working</td>
</tr>
<tr>
<td>61</td>
<td>At my job, I am very resilient, mentally</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>62</td>
<td>It is difficult to detach myself from my job</td>
</tr>
<tr>
<td>63</td>
<td>At my work, I always persevere, even when things do not go well</td>
</tr>
</tbody>
</table>

Thank you for your participation