

**Study on the Level of Transfer of Training at Sri Lanka Telecom Limited in Batticaloa District**

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**Abstract**

Training programmes are planned and managed carefully to ensure that employees who have received the training will be able to transfer to the organization. Transfer of training may be occurred in positive or negative levels. But, the positive level leads to the better performance of the organization. In this context, it is vital to study the level of transfer of training. The objective of this study was to evaluate the level of transfer of training and understand the factors that influence in the transfer of training at Sri Lanka Telecom Limited in Batticaloa District. In order to achieve this objective, data were collected from all employees working at the organization by using structured questionnaire. The collected data were analyzed by using univariate analysis. The result of the study reveals that there is a moderate level of transfer of training at Sri Lanka Telecom Limited in Batticaloa District. Climate for transfer and supervisor support are highly contributed to the positive level of transfer of training, meanwhile opportunity to perform moderately affected the transfer of training. Peer support and personal characteristics negatively affected the transfer of training. Researcher concludes that positive factors of transfer of training have to uphold in appropriate level simultaneously. Negative factors should be improved in prospect. Management should concern on employee's attitudes to maintain positively and should create good habits and culture in the organizational context.

***Key words: Transfer of training, Sri Lanka Telecom.***

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