

THE IMPACT OF TRAINING ACTIVITIES ON TRANSFER OF  
TRAINING: AN ANALYSIS OF BANKING SECTOR OF PAKISTAN

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By

**MUHAMMAD ISHTIAQ KHAN**

A thesis presented to Bahria University, Islamabad in partial fulfillment of the  
requirements for the degree of Master of Philosophy



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## DECLARATION OF AUTHENTICATION

I **Muhammad Ishtiaq Khan**, M.Phil Student in the Department of Management Sciences, Bahria University, Islamabad, certify that the research work presented in this thesis is to the best of my knowledge my own. All sources used and any help received in the preparation of this dissertation have been acknowledged. I hereby declare that I have not submitted this material, either in whole or in part, for any other degree at this or other institution.

Signature: \_\_\_\_\_

Name: **Muhammad Ishtiaq Khan**

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## **ABSTRACT**

This research study focuses on the role of training activities (pre, during and post) in facilitating the transfer of training in the organization, taking trainee characteristics as a moderating variable. This study investigates that which of the training activities (either pre, during or post) had the most important role in applying the training material successfully on to the job in the banking sector of Pakistan. The study analyzes the role trainee's characteristics i.e. trainee's level of ability, self efficacy and motivation play to make the relationship between the training activities and transfer of training successful.

The population of study comprised total of 40 banks. A sample of 400 employees is randomly selected from the random branches of the banks from Islamabad, Peshawar and Malakand and self-administrated questionnaires are distributed among them. This sample consists of management and employees of the bank. Correlation and regression statistical were used to analyze the data.

The results of the study show that pre training activities and during training activities have positive significant impact on transfer of training while post training activities have insignificant impact on transfer of training. The result also show that trainee characteristics have no moderating impact on the relationship between training activities (Pre, During and Post) and transfer of training.

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