

Psychological Capital and Training Transfer
Motivation: The Role of Pre-training Positive Affect

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DECLARATION

I hereby certify that the work embodied in this Dissertation Project is the result of original research and has not been submitted for a higher degree to any other University or Institution.

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TABLE OF CONTENTS

CHAPTER 1: INTRODUCTION

1.1 Background	1
1.2 Overview of Training Motivation and Training Transfer	1
1.3 Psychological Capital	2
1.4 Research Questions	4
1.5 Research Method	6
1.6 Findings	6
1.7 Discussion and Further Research	7
1.8 Implications and Contributions of the Research	8
1.9 Outline of the Dissertation	9

CHAPTER 2: LITERATURE REVIEW

2.1 Introduction	10
2.2 Training and Development	10
2.3 Training Motivation	14
2.3.1 Measuring Training Motivation	19
2.4 Positive Organisational Behaviour	20
2.5 Psychological Capital	22
2.5.1 Measuring PsyCap	29
2.5.2 Criticisms of Psychological Capital	30
2.6 Psychological Capital and Training	32
2.7 Control Variables for Psychological Capital and Training Motivation	36
2.8 Summary and Research Gaps	38
2.9 Research Questions	39

CHAPTER 3: METHOD

3.1 Introduction	40
3.2 Research Framework and Design	42
3.3 Sample and Sampling	45
3.4 Instrument	47

3.5 Data Collection	51
3.6 Data Analysis	52
3.7 Ethical Considerations	56
 CHAPTER 4: RESULTS	
4.1 Introduction	58
4.2 Descriptive Statistics	58
4.3 Normality	61
4.4 Reliability and Validity	66
4.5 Hypothesis Testing	68
4.6 Control Variable Results	70
 CHAPTER 5: DISCUSSION	
5.1 Introduction	76
5.2 Discussion of Results	77
5.2.1 Hypothesis One	79
5.2.2 Hypothesis Two	81
5.2.3 Control Variable Analysis	86
5.2.4 Summary of Findings	89
5.3 Implications and Contributions of the Research	90
5.3.1 Practical Implications of the Research	91
5.3.2 Contribution to PsyCap Theory Development	93
5.3.3 Contribution to Training Transfer Motivation Theory	94
5.3.4 Contribution to Policy	95
5.4 Limitations	96
5.5 Future Research	97
5.6 Conclusion	101

LIST OF FIGURES

Figure 2.1: A Model of the Transfer Process	12
Figure 2.2: An Integrative Model of Motivation to Transfer Training	16
Figure 2.3: Summary of the Learner Characteristics - Transfer Link	20
Figure 2.4: State-Trait Continuum	28
Figure 3.1: Proposed PsyCap Training Transfer Motivation Model	44
Figure 5.1: Hypothesis One Result for the PsyCap Training Transfer Motivation Model	80
Figure 5.2: Hypothesis Two Result for the PsyCap Training Transfer Motivation Model	81
Figure 5.3 Positive Psychological States Correlation to Training Motivation	90

LIST OF DIAGRAMS

Diagram 4.1: Histogram of Age	63
Diagram 4.2: Box and Whisker Plot Self Efficacy	64
Diagram 4.3: Box and Whisker Plot Hope	64
Diagram 4.4: Box and Whisker Plot Training Transfer Motivation	65
Diagram 4.5: Box and Whisker Plot PsyCap	65

LIST OF TABLES

Table 3.1: Items and Constructs of the Instruments	48
Table 4.1: Respondent Characteristics	60
Table 4.2: Variable Means Normal Distribution Tests	62
Table 4.3: Variable Means Normal Distribution Tests after Outlier Correction	66
Table 4.4: Internal Consistency Reliability – Cronbach’s Alpha	67
Table 4.5: Internal Consistency Reliability – Cronbach’s Alpha If Item Deleted	68
Table 4.6: Pearson’s Correlation of PsyCap, Self Efficacy, Hope, Resilience and Optimism to Training Transfer Motivation	70
Table 4.7: Control Variable One Way ANOVA	71
Table 4.8: Tukey HSD Significant Difference Between Reason Given Control Groups	72

Table 4.9: Tukey HSD Significant Difference Between Education Level Control Groups	73
Table 4.10: Control Variable Correlations	74
REFERENCES	102
APPENDICES	
APPENDIX A: Approval from Human Ethics Committee H-2011-0912	115
APPENDIX B: Letter of Consent for RTO Access	117
APPENDIX C: Survey	119
APPENDIX D: Participant Information Statement	125
APPENDIX E: Normal Q-Q Plot Regression Standardized Residual Dependent Variables	129
Diagram E1: Normal Q-Q Plot of Regression Standardised Residual Self Efficacy	130
Diagram E2: Normal Q-Q Plot of Regression Standardised Residual Hope	130
Diagram E3: Normal Q-Q Plot of Regression Standardised Residual Resilience	131
Diagram E4: Normal Q-Q Plot of Regression Standardised Residual Optimism	131
Diagram E5: Normal Q-Q Plot of Regression Standardised Residual PsyCap	132
Diagram E6: Normal Q-Q Plot of Regression Standardised Residual Training Transfer Motivation	132
APPENDIX F: Pearson's Correlation of PsyCap, Self Efficacy, Hope, Resilience and Optimism to Training Transfer Motivation	133

ABSTRACT

As training and development, along with continuous learning has become an important aspect of work, the effectiveness of the transfer of knowledge, skills and behaviours to the workplace has been questioned. A meta-analysis of training transfer has called to move beyond contextual constraints to evaluate the psychological traits and states that impact training transfer motivation. The emerging field of Positive Organisational Behaviour and the development of the positive higher order state, Psychological Capital, presents an opportunity to meet calls to evaluate psychological traits and states in relation to training transfer motivation. Enrolees in training courses in an Australian Registered Training Organisation formed the research sample to investigate the relationship between pre-training transfer motivation and positive psychological states using the higher order construct of Psychological Capital and its primary constructs hope, optimism, resilience and self-efficacy. The trainees either self-enrolled or were enrolled by their employing organisation or as part of their obligations as part of the labour market program for unemployed. Although the research finds a positive relationship between Psychological Capital and training transfer motivation, one of its primary constructs, optimism, has a stronger relationship with training transfer motivation than the combined construct of Psychological Capital. This is explained theoretically because optimism contains an element of anticipation of future positive outcomes and training transfer motivation theory is based on the expectancy of future outcomes to apply the training in the workplace. The finding that optimism has a stronger relationship with pre-training motivation than other well researched states such as self-efficacy is a unique contribution to training transfer motivation research and has important practical and policy implications, including the development of pre-training interventions to enhance positive psychological states in labour market programs for unemployed persons.

GLOSSARY OF TERMS

ABS	Australian Bureau of Statistics
ANOVA	Analysis of Variance
AQF	Australian Qualifications Framework
AQTF	Australian Quality Training Framework
CSE	Core Self Evaluation
G-POWER	Goals, Pathways, Obstacles, Willpower, Electing Pathway, Reflection
HSD	Honesty Significance Difference
KSA	Knowledge, Skills and Abilities
PCI	Psychological Capital Intervention
PCQ	Psychological Capital Questionnaire
PK	Cole's Psychological Capital (two primary constructs: self-efficacy and locus of control)
POB	Positive Organisational Behaviour
PsyCap	Psychological Capital
RTO	Registered Training Organisation
TTM	Training Transfer Motivation