Ramon Wenzel, UWA

Abstract: For work training to be considered effective it must be applied on the job. The money, time, and energy invested may otherwise not generate the envisaged benefits. Yet, this transfer of training ‘does not just happen’ and research identified a range of factors that affect the likelihood of new knowledge, skills, and abilities being put to use. This seminar presents the empirical findings of Ramon’s doctoral research, which makes a number of contributions:

1) it conceptually and psychometrically refined training-related motivation
(Mechanisms by which individuals seek to transfer from training?);
2) it introduced the concept of proactive training transfer as a consequential mediator
(Do individuals self-initiate transfer?); and
3) it examined the relative contribution of the positive psychological states hope, optimism, resilience, and self-efficacy as antecedents
(Are thoughts and believes about work shaping training transfer?).

Presenter: Ramon is a Research Associate, PhD candidate, and award winning teacher with the UWA Business School’s Management & Organisations group. His research relates to individual and organisational factors affecting training effectiveness and learning. Future work investigates what constitutes the appreciation, assimilation, and application of new competencies and knowledge by bridging notions of formal and informal learning. He is also involved in developing, testing, and implementing a framework for measuring the social return from work learning in the Australian Not-for-Profit sector.

Date: Friday 27 September 2013
Time: 12:00-1:00pm followed by Sandwich Reception
Venue: BUSN 142 Case Study Room
Registration: Siew.Wade@uwa.edu.au by 23/09/2013
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