

**THE IMPACT OF SELF-EFFICACY ON MOTIVATION TO LEARN
AND MOTIVATION TO TRANSFER TRAINING:
A CASE OF GOVERNMENT SECTOR TRAINING PROGRAMME IN SRI LANKA**

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ABSTRACT

The literature suggests that self efficacy is important to enhance training transfer. However, empirical research conducted on the role of self-efficacy on motivation to learn and motivation to transfer of government sector perspectives and in Sri Lankan context, however, have not yet been sufficiently examined. This study aims to gain the insights into the impact of self-efficacy on motivation to learn and motivation to training transfer as well as the relationship between motivation to learn and motivation to transfer training. The survey collected the data through a structured questionnaire from the 152 officers of the Sri Lanka Administrative Service who participated in the capacity building training program. The Structural Equation Modeling technique was used to test the hypotheses. The findings revealed that the self-efficacy impact on both motivation to learn and motivation to transfer training, and that motivation to learn has a strong relationship on motivation to transfer training. Based on the findings some implications were made.

KEY WORDS: Self-efficacy, motivation to learn, motivation to transfer