



The Influence of Knowledge Sharing on Transfer of Learning in Indian Context

Name of training program (MDP) attended

- Functional training (Finance for Non-finance, Project)
- Skill based training (Computer / Sales training)
- Behavioral training (Leadership, team work)
- General Management training
- Others

Your work Place

- Public Sector company
- Private Sector company
- Statutory Body
- Others

Your Designation

- General Manager & above
- Senior Manager to Deputy General Manager
- Assistant Manager to Manager
- Executive level

Your Gender

- Male
- Female

Your Age

- 20-25 years
- 26-30 years
- 31-35 years
- 36-40 years
- 41-45 years
- More than 45 years

Your Education

- Secondary school / Diploma
- Under Graduation
- Post Graduation
- Ph. D
- Other Professional Qualifications

Your Work experience

- Less than 5 years
- 6-10 years
- 11-15 years



- 16-20 years
- More than 20 years

Please choose one of the 6 options given to the right of each item

Note: For this following form, I am using likert scale, in which

SDA: Strongly Disagree; DA: Disagree; SWDA: Somewhat Disagree;
 SWA: Somewhat Agree; SA: Strongly Agree

Sl. Nos.	Questions	SDA	DA	SWDA	SWA	Agree	SA
1	I know that this training is good for me.						
2	I applied for this training on my own.						
3	I will put into practice what I have learned from the training to the office.						
4	I will work with more confidence if I put into practice what I have learned from the training.						
5	I am definitely interested to join this training.						
6	I will make sure that what I have learned from the training will be put into practice for job benefit.						
7	I will work with more organized if I put into practice what I have learned from the training.						
8	I am definitely ready to join this training.						
9	I knew that I would obtain something beneficial from this training.						
10	I will work as hard as possible to put into practice what I have learned for job benefit.						
11	My work will be rewarded if I put into practice what I have learned.						
12	I will do a plan to put into practice what I have learned after I get back to the office.						
13	I will get a good result from the job evaluation report whenever I put into practice what I have learned from the training.						
14	I will be in disgraceful if I do not put into practice what I have learned from the training.						
15	I am capable to put into practice what I have learned from the training even though I am busy.						
16	My colleague will support me to put into practice what I have learned from the training.						
17	My colleague is willing to help me to put into practice what I have learned from the training.						
18	I will be seen as skeptical if I do not put into practice what I have learned from the training.						
19	It is a waste by sending me to the training if I do not put into practice what I have learned from the training.						
20	I have a mental capability to put into practice what I have learned from the training in carrying out duties.						



21	I have a physical capability to put into practice what I have learned from the training in carrying out duties.						
22	My job evaluation report will be jeopardized if I do not put into practice what I have learned from the training.						
23	My colleague is willing to give his opinions in helping me to put into practice what I have learned from the training.						
24	My colleague will encourage me to apply what I have learned from the training in carrying out duties.						
25	My supervisor / manager will support me to apply what I have learned from the training in carrying out duties.						
26	My supervisor / manager will help me to apply what I have learned from the training in carrying out duties.						
27	My supervisor / manager will say that the application of what I have learned from the training will not bring any benefit.						
28	My supervisor / manager will oppose any application of technique that I have learned from the training.						
29	My supervisor / manager will always provide me with encouragement to practice what I have learned from the training in carrying out duties.						
30	My supervisor / manager sets the training objective to encourage me to practice what I have learned from the training.						
31	My supervisor / manager will instruct me with a method that is against to what I have learned from the training.						
32	I will be criticized by my supervisor / manager if I put into practice what I have learned from the training.						
33	The training contents are suitable for the duties.						
34	The training has been delivered systematically.						
35	The training has been delivered effectively.						
36	The training has been delivered in a straightforward approach.						
37	The training has been delivered by using examples that correspond with the need for duties.						
38	My employer has given me a duty that requires practicing what I have learned from the training.						
39	39. My employer has allocated an enough budget for me to put into practice what I have learned from the training.						
40	The training contents are related to the need of my duties.						



41	The training contents are important to the need of my duties.						
42	The training contents are something needed for the need of my duties.						
43	My employer has allocated the required resources for me to put into practice what I have learned from the training.						
44	The required resources allocated by my employer are sufficient for me to put into practice what I have learned from the training.						
45	The training contents do not fulfill the need for duties.						
46	I expect my work will be more efficient if I put into practice what I have learned from the training.						
47	I expect my quality of work will be better if I put into practice what I have learned from the training.						
48	I expect that I will receive various facilities if my job performance increased.						
49	I expect that I will be more entrusted if my job performance increased.						
50	I expect that my work will be more effective if I put into practice what I have learned from the training.						
51	I expect that my productivity will be increased if I put into practice what I have learned from the training.						
52	I expect that I will be rewarded if my job performance increased.						
53	I expect that if I put into practice what I have learned from the training, my job performance will be degraded.						
54	I expect that I will be promoted if my job performance increased.						
55	Team is not ready to change.						
56	Team is hard to accept new ideas.						
57	Team is not ready to learn new methods.						
58	Team with more experience will not agree with any changes to be made.						
59	I am confidence to increase my job performance.						
60	I have the capabilities to increase my job performance.						
61	After training, I will receive feedback to improve what I have learned from the training.						
62	I will accept any constructive comment every time I put into practice what I have learned from the training.						
63	I am confident that I can improve my job performance because I am a disciplined person.						



64	I am confident that I can improve my job performance because I am a hardworking person.						
65	I will accept any lesson every time I try to put into practice what I have learned from the training						
66	I will accept any good advice every time I try to put into practice what I have learned from the training.						
67	Sharing of knowledge and skills that have been learned during training are good.						
68	Sharing of knowledge and skills that have been learned during training can improve job performance.						
69	Sharing of knowledge and skills that have been learned during training can bring benefits.						
70	My supervisor / manager thinks that I should share knowledge and skills that have been learned from the training into the workplace.						
71	My department head thinks that I should share knowledge and skills that have been learned from the training into the workplace.						
72	Sharing of knowledge and skills that have been learned during training are advantageous.						
73	Those who are closed to me think that I should share knowledge and skills that have been learned from the training into the workplace.						
74	Sharing of knowledge and skills that have been learned during training in the workplace will not bring any benefits.						
75	Those who are of the same mind with me think that I should share knowledge and skills that have been learned from the training into the workplace.						
76	I can share knowledge and skills that have been learned from the training into the workplace without any enforcement.						
77	I can share knowledge and skills that have been learned from the training into the workplace at any time.						
78	I can still share knowledge and skills that have been learned from the training into the workplace even though I am busy.						
79	I will try to share knowledge and skills that have been learned from the training into the workplace.						
80	I plan to share knowledge and skills that have been learned from the training into the workplace.						
81	I have always been invited to share knowledge and skills that have been learned from the training into the workplace.						