

Relationship between organizational climate and training transfer in small and medium enterprises in Nigeria.

ABSTRACT

The quality of training and consequent application of what is learned is a prerequisite for improved organizational performance. Organizational climate have served as key mediator between training and training transfer to the organization. If you trained your employees, it is a good policy to invest in evaluating how much the knowledge and skill received from the training have been transferred to the workplace and whether it resulted in improved individual and by extension organization performance. Thus, factors which may mitigate or facilitate training transfer such as organizational climate is of serious importance to all organization the small and medium enterprises in Nigeria inclusive. This study was conducted to identified factors of organizational climate that contribute the most in affecting the training transfer in the organization and whether organizational climate indices related significantly towards training transfer. The samples of this study consist of 45 top managers of six selected SMEs located in the Minna Technology Based Incubation Centre (MTBIC). Questionnaires were used in data gathering. Data were collected on organization climate variables (vision, support and participative safety) and training transfer variables (perceived training transfer). Result of the study was based on the analysis of the findings using SPSS computer software.

Keyword: Organizational climate; Training transfer; Nigeria.