

# Facilitating training transfer effects : the case of MBA programs in Vietnam

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## Propositions

Appended to the dissertation

### **Facilitating training transfer effects: The case of Master of Business Administration (MBA) in Vietnam**

Pham Thi Phuong Nga

1. In order to fully understand the transfer of training issue, a system approach is needed, looking at the simultaneous effects of the training design, trainee's characteristics and work environment.
2. Trainees need to use appropriate strategies, i. e. a (training) transfer strategy to apply acquired trained knowledge and skills to the job
3. The MBA setting provides a good opportunity to study transfer of training
4. Implementing constructivist pedagogy in training design enhances training transfer
5. If you successfully prepare for learning today, be prepared for (more) success tomorrow
6. The way people learn in the work environment today is a good predictor for how effectively they will utilize formal training tomorrow.
7. Work environment influences training transfer effects, with supervisor support as a powerful enhancer
8. If you design training for transfer, it will lead to transfer of training
9. Learning to transfer should be the most important selection criterion for employers when deciding about employees' training.
10. We must view the world with a more worldly view (*unknown*)
11. There are only two mistakes one can make along the road to truth: not going all the way, and not starting [*saying attributed to Buddha*].

