

Transfer

Some Basic Points

Definitions and Types

- Using knowledge in a new context that was learned in another context
- Two kinds
- Near
 - Tennis and raquetball
- Far
 - Marriage counseling and driving

Types of Knowledge

- Declarative (knowledge of *what*)
 - Propositions (ideas; linked concepts)
 - Linear orderings (ABCs; song lyrics)
 - Images (map; face)
 - Schemas (patterns)
- Procedural (knowledge of *how*)
 - Strategies (plans)
 - Skills (the execution of plans)

Elements

- Initiation of transfer
 - Overlap of declarative components
- Maintenance of transfer
 - Overlap of procedural components
- Constraints
 - Lack of supportive environment
 - Working Memory overload
 - Inexpertise of novice
 - Unfamiliarity with declarative components
 - Not much practice--nonautomation of skills

Broad & Newstrom

1. Reinforcement on the job
2. Interference from the immediate work environment
3. Supportive organizational culture
4. Trainees' perception of practicality of training program
5. Trainees' perception of relevant training content

Broad & Newstrom

6. Trainees' being comfortable with change and associated effort
7. Trainer being supportive and inspiring
8. Trainees' perception of training being well designed/delivered
9. Peer support

Bhati's Study

- International Association of Fire Fighters (IAFF)
- 181 trainees; 100 supervisors
- Similar survey forms
- HazMat training

Bhati's Results

Table 1. Multiple Regression Model Summary

R	R ²	Adjusted R Square	Std. Error of the Estimate
.672	.451	.417	10.550

Bhati's Results

- Supportive organizational culture
- Trainee's being comfortable with change and associated effort

Resources

- Singley, M.K., & Anderson, J. R. (1989). *The transfer of cognitive skill*. Cambridge, MA: Harvard University Press.
- Broad, M. L., & Newstrom, J. W. (1992). *Transfer of training*. Reading, MA: Addison-Wesley.