

## ABSTRACT

This study focuses on influence of work environment feasible for the transfer of training. Employees' continuous improve their knowledge and skills continuously to remain able to perform their jobs. Training is one of the ways that companies follow to improve their employees' skills. Training is costly, and generally speaking, training programs do not achieve their goals, due to many problems and barriers. Hence leaders of organizations are looking to apply the effective training strategies to ensure maximum performance and profitability. In this context, it is critical to understand the various factors that influence the training transfer in organizational environment. Both researchers and practitioners have acknowledged that transfer of training will only occur when trainees have positive perception of the work environment. Thus the purpose of this research is to investigate the influence of work environmental factors on the extent to which employees are satisfied with their work environment and are motivated to the training transfer particularly in the SSGC

The present study was carried out within the environmental framework of Sui Southern Gas Company of Hyderabad region and data was collected through survey by distributing questionnaires amongst employees working in the different departments of the company. The results indicate that company believes on training and development and frequently sent their employees for training by given them time off from their routine work. Also the study found that employees received enough support from their management, coworkers and supervisor and opportunities exist for employees are positively correlated with the training transfer. The company is receptive towards the employee's ideas and suggestions. The results of the present study indicates that irrelevant workload on employees need to be reduced as it influences the effective transfer and work related to the application of learned skills. The Incentives are given to employees of the company in order to motivate them. The major findings are about the evaluation criteria implemented by the company for the assessment of trained skills of the employees which is not focused on the evaluation of the transfer of training. Hence the improvement can be made by introducing new performance indicators to measure the transfer of training in SSGC, Hyderabad.