PREDICTORS OF TRANSFER OF LEARNING FROM EDUCATION MANAGEMENT TRAINING TO THE WORKPLACE AMONG SCHOOL PRINCIPALS AND DEPUTIES IN KIAMBU COUNTY

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DECLARATION

I declare that this proposal is my original work and has not been presented in any other university institution for consideration. This research proposal has been complemented by reference sources duly acknowledged. Where text, data (including spoken words), graphics, pictures or tables have been borrowed from other sources, including the internet, these are specifically accredited and references cited in accordance with anti-plagiarism regulations.

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SUPERVISOR'S APPROVAL

This proposal has been submitted for appraisal with our approval as University Supervisors.

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Abstract

The ultimate goal of education and training is achieved when positive transfer of learning to the workplace occurs. Empirical findings and theoretical interpretations on factors influencing transfer of learning are inconsistent with several studies indicating that only 10-40 per cent of training results in significant transfer to the workplace. The Kenya Education Management Institute (KEMI) conducted phase I of the Open and Distance Flexible Learning Diploma in Education Management program in 2012-2013 targeting 26,775 heads of public primary and secondary schools. This research studies the extent of transfer of learning from the diploma program to the workplace. The study uses an ex-post facto survey design to assess the influence of learner characteristics, training program design and the school work environment on transfer of learning to the workplace. Independent variables will be derived from Baldwin and Ford's & Holton's models on transfer of learning while the theoretical framework is informed by the identical elements and adult learning theories. Proportionate stratified random sampling will select 247 school principals and deputies from 647 Kiambu County 2013 graduates of the diploma program to complete a self-administered questionnaire. One to one semi structured interviews target 10 supervisors and a random sub-sample of 37 heads of schools and deputies. SPSS version 21 will generate percentages, means, standard deviations, correlation coefficients. Exploratory factor analysis and regression analysis will test hypotheses at $\alpha=0.05$ level of significance. Open ended items and interview data will be analyzed using content analysis.