

Environmental Factors Affecting Knowledge Transfer between the Context of the Training Institution and the Context of the Work Environment: The Case of Agricultural Vocational Training

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Abstract : Given the evolution of professions, training is becoming a solution to meet the current requirements of the labor market. Notably, the amount of money invested in training activities is considerable and continuously increasing globally. The justification of this investment becomes an obligation for those responsible for training. Therefore, the impact of training can be measured by the degree to which the knowledge, skills, and attitudes acquired through training are transferred to the workplace. Further, knowledge transfer is fundamental because the objective of any training is to be close to a professional environment in order to improve the productivity of participants. Hence, the need to better understand the knowledge transfer process in order to determine the factors that may influence it. The objective of this research is to understand the process of knowledge transfer that can occur between two contexts: professional training and the workplace, which will provide further insight to identify the environmental factors that can hinder or promote it. By examining participants' perceptions of the training and work contexts, this qualitative approach seeks to understand the knowledge transfer process that occurs between the two contexts. It also aims to identify the factors that influence it. The results will help managers identify environmental factors in the training and work context that may impact knowledge transfer. These results can be used to promote the knowledge transfer process and the performance of the trainees.

Keywords : knowledge transfer, professional training, professional training in agriculture, training context, professional context

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