

Preface

Sector experts predict, in the latest trend studies, that the development of further training measures that are conducive to the transfer of learning will be a high priority for training management for companies in the future.¹ That learning in further training ought to be sustainable and transferable is a requirement that is not new and that has engaged the practice of further vocational training for many decades now. The consistent topicality of the subject matter is all the more illustrative of the challenge that is associated with the design of learning environments that are conducive to the transfer of learning in organizations.

The volume *Transfer of Learning in Organizations* covers the issue of ensuring and measuring the transfer of learning in organizations. The book is a collection of studies by academic researchers from the areas of Africa, Europe, and North America concerning this topic.

The motivation for this edition results from the need for research and development concerning learning concepts that are conducive to the transfer of learning. The volume has the function of shedding light on the actual situation in further training practice concerning the transfer of learning and of developing this further by means of research-based concepts and models. The bringing together of perspectives from educational science, psychology, and business administration should do justice to the complexity of the issue of guaranteeing and evaluating the transfer of learning in organizations.

At this point, it is of special importance for me to thank those, who have contributed to the publication of this book. First and foremost, I would like to thank the authors for their contribution to this volume. Likewise, I wish to warmly thank Nadine Börner, who is studying for a Bachelor's degree in Psychology, for editorial support. Finally, I especially wish to thank Springer Science+Business Media for including the volume in its publishing program and for its excellent cooperation.

Käthe Schneider

¹ Diesner, I., & Seufert, S. (2013). *Trendstudie 2012—Herausforderungen für das Bildungsmanagement in Unternehmen*. St. Gallen: scil, Universität St. Gallen.

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