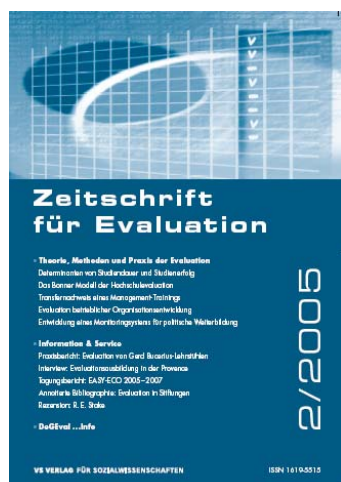


## Evidence of Transfer of Management Skills Training Using Self-Concept Scales and Task Simulation

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### Abstract

The increasing interest in effective vocational training is founded in the accelerated change of requirements of work. Thus the present approach evaluates a management-skills-training, set up for technicians with future managerial responsibilities, on the levels of reaction and transfer. The sample consisted of 78 maintenance technicians in the chip production. For this evaluation a quasi-experimental design with experimental and control group, including pre-test and first post-test, was realised. Criteria for transfer were both the self-concept of competence and the management performance measured by task simulation. The result showed a significant training effect in the self-concept-facet of the ability to communicate, also in consideration of age. For all the other facets of the self-concept of competence no effects could be observed. A second effect was shown in the management job performance. Its growth was high – significantly faster in the experimental group than in the control group, so that a better differentiation of the task performance compared to the self-concept of competence was achieved.



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