

**Título** Assessment of self-regulation factors for training transfer in a Spanish workers sample

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P14S01 - Competencias cognitivas: entrenamiento y claves para comprender su impacto sobre el desempeño

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## Responsable del Proyecto

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Musso, Mariel

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## Línea

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Psicología Educacional y del Desarrollo

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## Área Temática

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### **Assessment of self-regulation factors for training transfer in Spanish workers**

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There is a large body of literature establishing the importance of motivational factors for learning and performance in different tasks. There is a need to validate the use of instruments in studies on self-regulated learning (SRL), examining their internal consistency and construct validity (Richardson, 2004), particularly when applied in different settings or socio-cultural groups. The objective of this study was to validate a self-report instrument to assess SRL, the On-line Motivation Questionnaire, part 1 (OMQ91; Boekaerts, 2002). This instrument was administered before the implementation of an employee training program in a workplace setting. A total of 2745 workers, of both genders (Female: 50.8%), from private (85.1%) and public companies, participated. This widely used self-report questionnaire consists of 23 items which measure three constructs: appraisals, emotions, and learning intention. The OMQ91 instrument was adapted and translated following the ITC Guidelines (ITC, 2010). An Exploratory Factor Analysis was conducted using a randomized sample (n= 846), applying a Maximum Likelihood extraction method with Promax rotation. The correlation matrix presented satisfactory values (KMO= .935; Sphericity test = 5537.441; p= .000). A structure of three factors

explaining 49.35% of the variance was found. Factor 1 involved items related to “Learning Intention/Personal Relevance of the Task”; the second factor involved items regarding “Facility to apply”, and the third factor consisted of items related to “Subjective Competence”. Cronbach’s alpha analyses showed good reliability for each scale. Finally, a Confirmatory Factor Analysis was carried out on a new randomized sample (n= 1882 participants). The three-factor model was found to have a good fit ( $\chi^2 = 897.176$ ;  $df = 87$ ;  $p = .000$ ; NFI= .918; CFI= .925; RMSR= .07). These results will be discussed in the context of current SRL models, and of transfer of training studies in the work environment.