

with colleagues and the extent to which they feel positive about themselves. This is the first study to develop such an integrative model and highlights the importance of considering relationship processes in employees' demonstration of OCB.

Keywords: *attachment style, organisational citizenship behaviour, interpersonal factors, self-esteem*

### **The role of climate for transfer of training and intrinsic benefits in explaining employees' motivation to attend voluntary professional development activities**

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SANKEY, K. (University of Southern Queensland),  
MACHIN, T. (University of Southern Queensland)

Attendance at organisationally provided internal training and development activities (T&D), is often non-mandatory and therefore, to some degree, contingent on employees' motivation to attend. Organisational climate for the transfer of training (transfer climate) includes work environment factors that influence the use of skills and knowledge gained during training when back in the workplace. We expected that transfer climate would be a strong determinant of employees' intention to participate in training activities. Based on Self-Determination Theory (SDT) which describes motivation on a self-determination continuum involving various degrees of controlled (external) and autonomous (more intrinsic) motivation, we predicted that both transfer climate and perceived intrinsic benefits from attendance at T&D would be linked to more autonomous motivation to attend. This research also investigated the influence of different components of transfer climate factors and perceptions of intrinsic benefits on four types of motivation (amotivation, external regulation, identified regulation, and intrinsic motivation) to attend non-mandatory T&D activities. Academic and general staff employees of a regional Australian university completed a self-report Professional Development Survey developed for the study ( $n = 456$ ). Multivariate analysis using Structural Equation Modeling was used to test the influence of transfer climate factors and

intrinsic benefits on four types of motivation. Results showed that transfer climate factors differentially influenced the four types of motivation. Intrinsic benefits was a strong positive predictor of more autonomous types of motivation and a strong negative predictor of more controlled motivation and amotivation. Analysis of mediational models also showed that the relationship between transfer climate factors and type of motivation was partially mediated by intrinsic benefits. Employers should focus on strategies that generate more autonomous motivation to attend non-mandatory T&D among employees. These strategies should include promoting a positive transfer climate using positive reinforcement of the intrinsic benefits of T&D.

Keywords: *organisational training and development, motivation, Organisational climate, transfer climate, self determination theory*

### **The role of filial piety in the career commitment process among Chinese postgraduates**

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JIN, L. (The University of Hong Kong)

The current study extended the research line regarding the relationship between family of origin and adaptive career decision making. More specifically, it examined the unique impact of filial piety in predicting Chinese postgraduates' career decision self-efficacy, vocational commitment, and their tendency to foreclose on their choices after controlling for the Big Five personality traits. The sample consisted of 796 postgraduates recruited from 5 universities in Beijing. Of these, 468 were males and 328 females, coming from the first year (337, 42.3%), second year (207, 26.0%), and third year (243, 30.5%). Nine students (1.1%) did not complete this item. Five measures were used. The Career-Related Filial Piety Scale (Jin, 2009), The NEO-Five Factor Inventory (Costa & McCrae, 1992), Career Decision Self-Efficacy Scale-Short Form (Betz, Klein, & Taylor, 1996), and the Commitment to Career Choices Scale (Blustein, Ellis & Devenis, 1989) assessed the key constructs, reciprocal or authoritarian filial piety, career decision self-efficacy, vocational