Submitted: Day/Month/Year Revised: Day/Month/Year Accepted: Day/Month/Year Published online: Day/Month/Year

Title of the Paper (Use Title Case)

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**Abstract**

The abstract should contain the main purpose of the study, the methodology, some results, and conclusions in 200-250 words.

**Purpose** – This study examines the impact of economic decision-making factors on workforce training transfer, drawing upon the bounded rationality framework proposed by Herbert Simon. The research investigates how select trainee characteristics (i.e. instrumentality and motivation to transfer) and transfer design as a training design factor influence the application of acquired skills in the workplace. Additionally, it explores the mediating role of motivation to transfer and the moderating role of social support at work (comprising supervisor and peer support) in shaping the transfer mechanism.

**Design/methodology/approach** – A self-reported questionnaire was used to survey employees working in a power major in India. In the first stage, we selected one geographical region of the organization using judgmental sampling. In the next stage, executives and non-executives from all five coal-based power stations in that region were selected using systematic sampling. Responses from 671 such employees were analyzed using PROCESS Macro in SPSS. A mediation analysis was done using Model 4, while the moderated mediation hypotheses were tested using Model 7 in PROCESS Macro.

**Findings** – Instrumentality and transfer design were found to impact training transfer through motivation to transfer. While supervisor support moderated the mediational impact of both predictors through transfer motivation, peer support moderated only the impact of instrumentality on transfer through transfer motivation. The findings align with Simon’s theory of bounded rationality, as employees make training-related decisions within the constraints of available information and organizational context.

**Originality** – This is the first empirical work that integrates economic decision-making theory with training transfer mechanisms, incorporating factors that organizations can control to optimize human capital investments. Additionally, establishing supervisor and peer support as contextual variables extends the widely recognized model by Baldwin and Ford.

**Keywords:** Add about 3-5 keywords in alphabetic order.

**Paper type:** Research Article / Review Article / Conceptual Paper / Book and Conference Review

Introduction

The first essential component of a structured abstract is the Purpose, which explicitly states the objective of the research. This section provides readers with a clear understanding of what the study aims to achieve and why it is relevant.

The Introduction should contain the purpose and topic of the paper, the relevance of the topic, research questions, methodology, the set-up of the paper.

Second section

Please note that the first paragraph of a section or subsection is indented. The first paragraphs that follow a table, figure, equation, etc., do not have an indent, either. Subsequent paragraphs, however, are indented. Paper size: A4, point size: 11, Times New Roman, Multiple line spacing: 1.15, Justified, No extra space between paragraphs, Between names and numbers use long hyphen.

Use the Normal style. Content paragraphs like this one are formatted using the Normal style (Times New Roman, 11 point); Multiple line spacing: 1.15. On each page, your material should fit within the margins of this template in a single column. Please do not use footnotes.

In-text citations should follow APA 7th edition (Reference Guide for Journal Articles (Simon, 1995), Books (Taleb, 2012), and Edited Book Chapters style, and all citations must appear in the references at the end of the document. All references listed must be cited in the manuscript.

## Subsection

A reasonable manuscript structure would be: Introduction, Literature Review, Research Objectives/Questions, Methodology, Results, Implications, and Conclusion, but this may vary based on your research.

Subsection: Figures

Use high-resolution images, 300+ dpi in color or black-and-white. Please try to avoid rasterized images for line-art diagrams and schemas. Whenever possible, use editable graphics instead (see Fig. 1).

**Figure 1** A figure caption is always placed below the illustration. Short captions are centered, while long captions are justified.

Displayed equations are centered and set on a separate line.

x + y = z

### Subsubsection: Table

All figures and tables should be cited in the main text as Figure 1, Table 1, etc. Place figures as close as possible to the text they refer to and align them center. Photos, graphs, charts, or diagrams should be labeled as Figure (do not abbreviate) and assigned a number consecutively (e.g., Figure 1). The title should appear underneath the figure, aligned center, with no additional blank line. If the title extends to a second line, it should be aligned left.

**Table 1** This is the table. Table captions should be placed above the tables.

|  |  |  |
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| Name of the Style | Example | Font size and style |
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Source:

Third section

A reasonable manuscript structure would be: Introduction, Review of Literature, Research Objectives/Questions, Methodology, Results, Implications, and Conclusion, but this may vary based on your research.

If it is needed the bulleted lists look like this:

* First bullet;
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After the needed listed items, the text continues in Normal style.

Conclusion

The conclusion starts with the main purpose of the paper, it follows the main results with conclusions and suggestions. The paper can end with some reflection to the future research.

Acknowledgment:

Here, you can acknowledge any support given which is not covered by the author contribution or funding sections. This may include administrative and technical support, or donations in kind (e.g., materials used for experiments).

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Declare conflicts of interest or state “The authors declare no conflict of interest.” Authors must identify and declare any personal circumstances or interest that may be perceived as inappropriately influencing the representation or interpretation of reported research results.

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Book:

Taleb, N. N. (2012). *Antifragile: things that gain from disorder*. Random House.

Agnes, M., & Guralnik, D. B. (2002). *Webster’s New World College Dictionary* (Fourth Edition). Wiley Publishing Inc.

Conference Proceedings:

Del Carmen Fernández Martínez, M., & Fernández, A. (2019). AI in recruiting. Multi-agent systems architecture for ethical and legal auditing. *IJCAI International Joint Conference on Artificial Intelligence*, 2019-August, 6428–6429. <https://doi.org/10.24963/ijcai.2019/903>

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