

論文審査の要旨
(Summary of Dissertation Evaluation)

博士の専攻分野の名称 (Major Field of Ph.D.)	博士 (学 術) Ph.D.	氏 名 (Candidate Name)	OPATHA KANKANAMGE ISHARA MADHUNIKA OPATHA
学位授与の要件	学位規則第4条第1・2項該当		
論 文 題 目 (Title of Dissertation) Assessing the Effectiveness of Intrapersonal Soft Skills Training in the Public Sector in Sri Lanka			
論文審査担当者 (The Dissertation Committee)			
主 査 (Name of the Committee Chair)		Professor Yoshi Takahashi	
審 査 委 員 (Name of the Committee Member)		Associate Professor Joshi Niraj Prakash	
審 査 委 員 (Name of the Committee Member)		Professor Kazuhiro Yoshida	
審 査 委 員 (Name of the Committee Member)		Professor Masaru Ichihashi	
〔論文審査の要旨〕 (Summary of the Dissertation Evaluation)			
<p>The dissertation investigated, with experimental research designs, the effect of training on soft skills, intrapersonal skills in particular, on skill acquisition (learning) and, in turn and directly, its application (transfer) under the relevant conditions in the case of the Sri Lankan public sector, especially the middle manager level officials working for Western and Southern Provincial Councils as trainees. For this purpose, she extensively modified a conventional model for training evaluation developed by Baldwin and Ford in order to analyze the effect of training and applied her model for empirical analysis.</p> <p>The chapter structure of the dissertation is as follows. After an introduction in Chapter 1, Chapter 2 found the effect of time management training on learning and transfer, with the former effect moderated by conscientiousness, though the effect of learning on transfer was not observed. Chapter 3 supported the effect of emotional intelligence training on learning and transfer, both moderated by social and organizational support, while the effect of learning on transfer was found without the moderation. In Chapter 4, stress management and positive attitude training were found to individually affect learning and transfer and their compensatory interaction was found to influence transfer partially, but no effect of learning on transfer was supported. In addition, the moderation of public service motivation for the main relationships was not available unexpectedly. Chapter 5 is the conclusion.</p> <p>The dissertation contributes to the literature by showing the possibility of a more comprehensive training effect investigation of the underlying mechanism and boundary conditions recommended by prior studies. Moreover, the limited support for the effect of learning on transfer and the moderation for the main relationship suggested specific future research directions, such as measuring learning in a broader scope and introducing multiple moderator models.</p> <p>The main contents of this paper have already been published as an SSCI journal article, as shown below. As a result of the above examination, the committee unanimously agreed that the dissertation is of sufficient value to confer the degree of Doctor of Philosophy.</p> <p>Ishara Madhunika Opatha and Yoshi Takahashi, Does Social and Organizational Support Moderate Emotional Intelligence Training Effectiveness? <i>Behavioral Sciences</i> (IF: 2.6). 2024, 14(4), 276; https://doi.org/10.3390/bs14040276</p>			
July 29, 2024			

備考 要旨は、A4版2枚 (1,500字程度) 以内とする。

(Note: The summary of the Dissertation should not exceed A4 size, 2 pages (about 500 words).)