Abstract
This research had as a main objective to test a model of Training Impact Evaluation at Work. Three stages were accomplished: (1) the construction and validation of a scale of Training Instrumental Value; (2) the improvement and validation of the scales of Motivation to Learn, Motivation to Transfer and Support Before Training; and (3) the investigation of the relationship among the characteristics of the training participants (Motivation to Learn, Motivation to Transfer and Training Instrumental Value), Reactions and Support to the Transfer of Training; as independent variables, and Impact of Training at Work, as dependent variable. The answers of the participants of 28 courses to the scales were submitted to exploratory data analysis, principal components analysis, factor analysis, reliability analysis and standard multiple regression. The results of the stages 1 and 2 showed valid and accurate one factor scales. In the stage 3, the standard multiple regression analysis showed only three explained variable of self-evaluation of Impact of Training at Work: Manager and Social Support, Training Instrumental Value and Reaction of the Participant to the Instructor. Some theoretical and practical implications of those discoveries are discussed.

Keywords
training impact; characteristics of the training participants; motivation; training instrumental value; manager and social support.