

Analisis pengaruh desain transfer, self efficacy, retensi pelatihan, performance feedback dan dukungan supervisor terhadap transfer pelatihan (Studi kasus pada Lembaga Pengembangan Jasa Konstruksi Nasional) = Analysis the effect of transfer design, self efficacy, training retention, performance feedback, and supervisor support on transfer of training (Study case in National Construction Services Development Board).

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Abstrak

Penelitian ini bertujuan untuk menguji pengaruh beberapa faktor terhadap keefektifan transfer pelatihan pada pelaksanaan pekerjaan. Faktor tersebut adalah desain transfer, self efficacy, retensi pelatihan, performance feedback dan dukungan supervisor. Penelitian dilaksanakan untuk meneliti responden yang telah mengikuti pelatihan asesor kemampuan badan usaha yang diselenggarakan oleh Lembaga Pengembangan Jasa Konstruksi Nasional yang berdomisili di seluruh Indonesia. Analisis yang digunakan menggunakan multiple-regression analysis yang hasilnya menunjukkan desain transfer dan self efficacy memiliki pengaruh signifikan terhadap keefektifan transfer pelatihan. Sedangkan retensi pelatihan, performance feedback dan dukungan supervisor tidak memiliki pengaruh signifikan terhadap transfer pelatihan.

This study aims to gain insight into some of the factors that determine the transfer of training to the work context. that factors included transfer design, self efficacy, training retention, performance feedback and supervisor support. Respondents this study were people who have completed the training of Asesor Kemampuan Badan Usaha that organized by National Construction Services Development Board. Hierarchical regression analysis was performed and the results showed that transfer design and self efficacy significantly predicted transfer of training, other factors, training retention, performance feedback and supervisor support had no significant effect on transfer of training effectiveness.