

Analisis pengaruh perceived organizational support dan self-efficacy terhadap job satisfaction dan training transfer = The effects of perceived Organizational support and self-efficacy on job satisfaction and training transfer

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Abstrak

Penelitian ini bertujuan untuk meneliti pengaruh perceived organizational support dan self-efficacy terhadap training transfer yang dimediasi oleh job satisfaction di BUMN di bidang transportasi gas bumi. Penelitian ini dilakukan terhadap 337 pekerja di perusahaan tersebut. Data yang didapatkan dari responden kemudian diolah dan dianalisis menggunakan metode structural equation modelling.

Hasil penelitian ini menunjukkan bahwa job satisfaction tidak signifikan memediasi perceived organizational support dan self-efficacy terhadap training transfer. Namun ditemukan perceived organizational support maupun self-efficacy memiliki pengaruh signifikan terhadap training transfer, yang sesuai penelitian sebelumnya, bahwa baik work environment maupun trainee characteristics mempengaruhi implementasi hasil training di lingkungan kerja

.....This research has an objective to investigate the factors of perceived organizational support and self-efficacy on training transfer that mediating by job satisfaction. This study was conducted in a state-owned company in the gas natural transportation. To test the hypothesis, 337 employees completed the online questionnaire. Data analysis was conducted using structural equation modelling.

The result did not support the assumption, which job satisfaction was not mediating perceived organizational support and self-efficacy on training transfer. Meanwhile, both perceived organizational support and self-efficacy have a significant impact on training transfer, whereas the result is the same with the previous studies.