

# Pengaruh Efikasi Diri Okupasional, Orientasi Tujuan Belajar, dan Grit terhadap Pembelajaran Informal: Intervensi Pelatihan Daring Efikasi Diri = The Effects of Occupational Self-Efficacy, Learning Goal Orientation and Grit on Informal Learning: Self-Efficacy E-Training Intervention

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## Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh occupational self-efficacy, learning goal orientation, dan grit terhadap pembelajaran informal yang terjadi pada karyawan organisasi sektor publik khususnya pada instansi ABC. Partisipan penelitian ini adalah 172 pegawai instansi ABC. Data dikumpulkan dengan menggunakan alat ukur pembelajaran informal, occupational self-efficacy, learning goal orientation dan grit serta dianalisis menggunakan alat analisis SPSS versi 23. Hasil penelitian menunjukkan bahwa occupational self-efficacy memprediksi pembelajaran informal secara positif dan signifikan. Data juga menunjukkan bahwa learning goal orientation tidak memprediksi pembelajaran informal secara signifikan setelah mengontrol pengaruh occupational self-efficacy. Terakhir, grit memprediksi pembelajaran informal secara positif dan signifikan setelah mengontrol pengaruh dari occupational self-efficacy dan learning goal orientation. Selanjutnya, peneliti merancang sebuah program intervensi pelatihan daring untuk meningkatkan efikasi diri pegawai karena variabel occupational self-efficacy terbukti paling kuat memprediksi pembelajaran informal pegawai pada instansi ABC. Pelaksanaan pelatihan secara pelatihan daring diharapkan dapat menjadi sebuah alternatif bentuk pelatihan lain bagi instansi ABC untuk memperkaya desain pelatihan konvensional yang selama ini sudah dilakukan oleh instansi ABC, terutama selama pandemi COVID-19 ini.

.....This study aims to determine the effects of occupational self-efficacy, learning goal orientation and grit on employees informal learning that occur at ABC agencies. The participants were 172 employees from ABC agencies. Data were collected using informal learning, occupational self-efficacy, learning goal orientation and grit scales and analyzed using SPSS analysis tool. The results showed that occupational self-efficacy predicts informal learning positively and significantly. Data also showed that learning goal orientation does not significantly predict informal learning after controlling the effect of occupational self-efficacy. Finally, grit predicts informal learning positively and significantly after controlling the effect of occupational self-efficacy and learning goal orientation. Moreover, researcher designed an pelatihan daring intervention program to improve employee self-efficacy because the occupational self-efficacy variable was proven to be the strongest predictor of informal learning for the employees at the ABC agencies. It is hope that pelatihan daring can become an alternative training form for ABC agencies to enrich conventional training designs that have been carried out so far by the ABC agencies, especially during the COVID-19 pandemic.