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Pengaruh Faktor-Faktor Pra Pelatihan terhadap Efektivitas Pelatihan Dimediasi Motivasi Belajar, Motivasi Transfer, dan Efikasi Diri Studi Kasus pada Lembaga Pemerintah Non Kementerian = The Influence of Pre-Training Factors on Training Effectiveness Mediated by Motivation to Learn, Motivation to Transfer, and Self-Efficacy â Case Study on Non-Ministerial Government Institutions

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