

Desain Pelatihan, Dukungan Organisasional, Dukungan Supervisor dan Self-Efficacy sebagai Faktor Penentu Keefektifan Transfer Pelatihan

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Author Order	3 of 3
Accreditation	
Abstract	<p>Abstract This study examined the effects of effective design training, organizational support, supervisor support and self-efficacy on transfer of training effectiveness in public hospital in Banyumas. Respondents were nurses in five public hospital located in Banyumas (N = 346). Result of the multiple regression analysis showed that effective design and training retention had significant and positive effects on self-efficacy and transfer of training effectiveness. Besides that, self-efficacy itself had a significant and positive effects on transfer of training effectiveness. Other factors, organizational support and supervisor support had no significant effect on self-efficacy and transfer of training effectiveness. Implications for future research and practice are discussed. Keywords: training design, self-efficacy, transfer of training</p> <p>Abstrak Penelitian ini bertujuan untuk menguji pengaruh beberapa faktor yang menjadi antecedent keefektifan transfer pelatihan. Faktor antecedent tersebut adalah desain pelatihan efektif, dukungan organisasional, dukungan supervisor, dan self-efficacy. Penelitian dilakukan di lima rumah sakit umum daerah di wilayah Banyumas dan sekitarnya. Responden penelitian ini adalah perawat yang pernah mengikuti pelatihan (N = 346). Hasil analisis dengan menggunakan multiple regression analysis menunjukkan bahwa desain pelatihan efektif, retensi pelatihan, dan self-efficacy memiliki pengaruh signifikan terhadap keefektifan transfer pelatihan. Selain itu, hasil penelitian juga menunjukkan bahwa self-efficacy ditentukan oleh desain pelatihan efektif dan retensi pelatihan. Di sisi lain, dukungan organisasional dan dukungan supervisor tidak memiliki pengaruh signifikan terhadap self-efficacy dan keefektifan transfer pelatihan. Pembahasan dan saran untuk penelitian selanjutnya diuraikan di bagian akhir artikel. Kata kunci: desain pelatihan, self-efficacy, transfer pelatihan</p>
Publisher Name	Management Development Centre (MDC) Department of Management, Faculty of Business and Economics Universitas Islam Indonesia
Publish Date	2014-06-20
Publish Year	2011
Doi	
Citation	
Source	Jurnal Siasat Bisnis
Source Issue	Vol. 15 No. 2 (2011)
Source Page	
Url	https://journal.uii.ac.id/JSB/article/view/3217/3557
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