

**PERAN *SELF EFFICACY* DAN *TRAINING RETENTION* DALAM
MENINGKATKAN *TRANSFER OF TRAINING* DENGAN *MOTIVATION TO
TRANSFER* SEBAGAI PEMEDIASI**

Anastasia Riani Suprapti

Dicky Ari Susanto

Afiliasi : Universitas Sebelas Maret

Email : anastasiariani@gmail.com

ABSTRACT

The purpose of this study was to examine and analyze the effect of self efficacy and training retention on transfer of training with motivation to transfer as a mediating variable..

The population in this study were employees of PT. Krakatau Tirta Industri. Samples taken were 152 people. The sampling technique used is purposive sampling. Data collection was carried out using a questionnaire given to respondents with criteria for office part employees who had attended previous training. Likert scale with a choice of 5 choices used as a measurement of questionnaire instruments. Data analysis used is a test of validity, reliability and regression.. The analytical tool used to test the model is a regression analysis based on the steps recommended by Baron and Kenny (1986) with the help of SPSS.18 software. Based on the discussion of the results of this study, it was concluded that self efficacy has a significant effect on transfer of training, self efficacy has a significant effect on motivation to transfer, training retention has a significant effect on transfer of training, retention training has a significant effect on motivation to transfer, motivation to transfer has a significant effect in transfer of training, motivation to transfer mediates the effect of self efficacy and on transfers of training and motivation to transfer mediates the effect of training retention on transfer of training.

Keywords: Self Efficacy, Training Retention, Transfer of Training and Motivation to Training