"ANALISIS PENGARUH DESAIN PELATIHAN, EFIKASI DIRI DAN RETENSI PELATIHAN TERHADAP TRANSFER PELATIHAN HMI DENGAN MOTIVASI SEBAGAI VARIABEL INTERVENING"

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ABSTRAKSI

Tujuan penelitian ini mengidentifikasi hubungan antara desain pelatihan, efikasi diri, retensi pelatihan, motivasi, dan transfer pelatihan. Pada penelitian ini menggunakan pendekatan kuantitatif dengan melakukan penyebaran kuesioner sebagai alat pengumpulan data kemudian dianalisis menggunakan uji IBM SPSS 21. Adapun responden pada penelitian ini adalah 100 anggota HMI yang telah mengikut Latihan Kader I HMI Yogyakarta Periode 2018-2019. Penelitian ini mengemukakan bahwa desain pelatihan, efikasi diri dan retensi pelatihan sebagai variabel independen memiliki pengaruh positif dan signifikan masing-masing terhadap transfer pelatihan, selain itu ditemukan bahwa motivasi memiliki pengaruh positif dan signifikan terhadap transfer pelatihan. Kemudian dalam analisis jalur motivasi sebagai variabel intervening hanya dapat memediasi desain pelatihan dan retensi pelatihan terhadap terhadap transfer pelatihan sedangkan efikasi diri tidak berhasil dimediasi oleh motivasi terhadap transfer pelatihan sebagai variabel dependen.

Kata Kunci: *Desain Pelatihan, Efikasi Diri, Retensi Pelatihan, Motivasi, Transfer Pelatihan, HMI.*

"ANALYSIS ON THE EFFECTS OF TRAINING DESIGN, SELF-EFFICACY AND TRAINING RETENSION ON THE TRAINING TRANSFER OF HMI WITH THE MOTIVATION AS THE INTERVENING VARIABLE"

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ABSTRACT

The aim of this research is to identify the correlation of training design, self-efficacy, training retention, motivation and training transfer. This research used the quantitative approach by distributing the questionnaires as the tool to collect the data that were then analyzed using the test of IBM SPSS 21. The respondents involved in this research were 100 members of HMI that have joined the Cadre Training I of HMI Yogyakarta in the period of 2018-2019. This research revealed that the training design, self-efficacy and training retention as the independent variable had the positive and significant effect on the training transfer. In addition it has also been found that motivation had the positive and significant effect on the training transfer. In the analysis on the motivation lane as the intervening variable, it has been found that it could mediate the training design and training retention towards the training transfer; while, self-efficacy was not successful to be mediated by the training transfer as the dependent variable.

Keywords: *Training design, Self-Efficacy, Training Retention, Motivation, Training Transfer, HMI*

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