

ABSTRAK

Perusahaan mengeluarkan dana yang besar untuk pelatihan karyawan karena perusahaan meyakini bahwa sumber daya manusia yang memiliki kompetensi tinggi adalah aset utama agar perusahaan dapat berkembang dan mencapai tujuan organisasi. Dana pelatihan yang tinggi telah dialokasikan oleh perusahaan untuk pengembangan karyawan dengan suatu harapan bahwa karyawan akan melakukan *transfer of training* pada pekerjaan mereka. Sayangnya, hasil penelitian-penelitian yang ada menunjukkan bahwa karyawan yang telah selesai pelatihan tidak melakukan transfer pengetahuan. Sehingga, alokasi dana yang diberikan oleh perusahaan tidak memberikan dampak yang positif bagi perusahaan. Penelitian sebelumnya menemukan beberapa faktor yang dapat mempengaruhi *Motivation to Transfer of Training* yaitu: *Self-Efficacy*, *Career Commitment*, *Supervisory Support*, *Opportunity to Perform*, *Awareness of Strategic Linkages* dan *Accountability*. Penelitian ini bertujuan untuk menguji kembali variabel-variabel yang telah dilakukan oleh penelitian terdahulu (*Self-Efficacy*, *Career Commitment*, *Supervisory Support*, *Opportunity to Perform*, *Awareness of Strategic Linkages* dan *Accountability*) terhadap *Motivation to Transfer of Training*. Penelitian ini dilakukan pada PT PELINDO III. Sampel yang digunakan pada penelitian ini yaitu pada ASM (Asisten Senior Manajer) dan staff yang berkerja pada PT PELINDO III, sejumlah 167 responden. Untuk pengolahan dan penganalisaan data dalam penelitian ini yaitu dengan menggunakan SPSS 22.0 (*Statistical product and service solutions*) sebagai software untuk mengolah data. Hipotesis penelitian yang diajukan oleh penulis diuji dengan menggunakan regresi linier. Hasil penelitian menunjukkan bahwa *Career Commitment* dan *Awareness of Strategic Linkages* terdukung dan variabel *Self-Efficacy*, *Supervisory Support*, *Opportunity to Perform*, dan *Accountability* tidak terdukung. Sehingga penulis mengajukan rekomendasi kepada perusahaan untuk memberikan prioritas lebih tinggi kepada variabel *Career Commitment* dan *Awareness of Strategic Linkages* untuk meningkatkan *Motivation to Transfer of Training*. Selain itu, perusahaan juga perlu untuk membuat sebuah kebijakan agar variabel yang tidak terdukung dapat mempengaruhi *Motivation to Transfer of Training*.

Kata Kunci: *Motivation to Transfer of Training*, *Self-Efficacy*, *Career Commitment*, *Supervisory Support*, *Opportunity to Perform*, *Awareness of Strategic Linkages*, *Accountability*

ABSTRACT

Companies expend substantial funds for employee training because the company believes that human resources has high competence is a major asset for the company to grow and achieve organizational objectives. High funds for training have been allocated by the company for the development of employees with an expectation that employees will do the transfer of training in their work. Unfortunately, the results of existing studies show that employees who have completed the training does not initiate the transfer of knowledge. Thus, the allocation of funds provided by the company did not provide a positive impact for the company. Previous research has found several factors that can affect the Motivation to Transfer of Training are: Self-Efficacy, Career Commitment, Supervisory Support, Opportunity to Perform, Awareness of Strategic Linkages and Accountability. This study aims to reexamine variables that have been done by the previous study (Self-Efficacy, Career Commitment, Supervisory Support, Opportunity to Perform, Awareness of Strategic Linkages and Accountability) towards Motivation to Transfer of Training. This research was conducted at PT PELINDO III. The sample used in this research is the ASM (Senior Assistant Manager) and the staff that work at PT PELINDO III, a number of 167 respondents. For processing and analyzing the data in this research is by using SPSS 22.0 (Statistical product and service solutions) as software for data processing. The study hypothesis was proposed by the authors tested using linear regression. The results showed that the Career Commitment and Awareness of Strategic Linkages supported and Self-Efficacy variables, Supervisory Support, Opportunity to Perform, and Accountability are not supported. So the authors propose recommendations to the company to give a higher priority to the variable Career Commitment and Awareness of Strategic Linkages to increase Motivation to Transfer of Training. In addition, companies also need to create a policy that is not supported variables that can affect Motivation to Transfer of Training.

Keywords: Motivation to Transfer of Training, Self-Efficacy, Career Commitment, Supervisory Support, Opportunity to Perform, Awareness of Strategic Linkages, Accountability