

## ABSTRAK

Arum Ratna Pratiwi (01615220041)

### **EFEK MEDIASI DARI *MOTIVATION TO TRANSFER* PADA HUBUNGAN ANTARA *INDIVIDUAL CHARACTERISTICS* DAN *WORK ENVIRONMENT* TERHADAP *TRANSFER OF LEARNING* PERAWAT DI RUMAH SAKIT**

(LXXII + 131; 21 gambar; 30 tabel; 4 lampiran)

Penelitian ini untuk mengetahui pengaruh langsung antara *training design*, *individual characteristic*, *work environment* dan *motivation to transfer* terhadap *transfer of learning*, serta pengaruh tidak langsungnya melalui mediasi *motivation to transfer*. Ini merupakan penelitian kuantitatif dengan *design* potong lintang, yang merupakan modifikasi dari penelitian sebelumnya. Pengambilan data responden menggunakan tehnik *purposive sampling*, dengan kusioner sebagai alat pengumpul data yang diisi oleh 346 perawat di enam rumah sakit Siloam *Hospitals*, kemudian dianalisa menggunakan PLS-SEM 4. Temuan pada penelitian ini adalah *motivation to transfer*, *training design*, *individual characteristic* dan *work environment* memiliki pengaruh positif signifikan terhadap *transfer of learning*. *Individual characteristics* dan *work environment* memberikan pengaruh positif signifikan tidak langsung terhadap *transfer of learning* melalui *motivation to transfer*. Ditemukan juga bahwa *training design* memberikan pengaruh positif signifikan tidak langsung terhadap *motivation to transfer* melalui *individual characteristics*. Dari uji analisis mediasi diketahui bahwa *motivation to transfer* memediasi parsial hubungan antara *individual characteristics*, *work environment* dengan *transfer of learning*. Sementara *individual characteristics* memediasi secara parsial hubungan antara *training design* dengan *motivation to transfer*.

Ref: 72 (1988 - 2004)

Kata kunci: *Individual characteristic*, *motivation to transfer* sebagai mediasi, *individual characteristics* sebagai mediasi, *training design*, *transfer of learning*, *work environment*, perawat rumah sakit

## ABSTRACT

**Arum Ratna Pratiwi (01615220041)**

### **THE MEDIATING EFFECT OF MOTIVATION TO TRANSFER ON THE RELATIONSHIP BETWEEN INDIVIDUAL CHARACTERISTICS AND WORK ENVIRONMENT ON TRANSFER OF LEARNING OF NURSES IN THE HOSPITALS**

(LXXII + 131; 21 gambar; 30 tabel; 4 lampiran)

This study aims to determine the direct effects of training design, individual characteristics, work environment, and motivation to transfer on transfer of learning, as well as the indirect effects through the mediation of motivation to transfer. This research is a quantitative study with a cross-sectional design, a modification of previous research. Respondent data collection using a purposive sampling technique, with questionnaires as a data collection tool, was filled out by 346 nurses in six Siloam Hospitals and then analyzed with PLS-SEM 4. The findings in this study are motivation to transfer, training design, individual characteristics, and work environment have a significant positive effect on the transfer of learning. Training design, individual characteristics, and work environment have an indirect significant positive effect on the transfer of learning through motivation to transfer. It was also found that training design has an indirect significant positive effect on motivation to transfer through individual characteristics. From the mediation analysis test, it is known that motivation to transfer mediated the relation between individual characteristics and work environment to transfer of learning. Furthermore, individual characteristics mediated the relationship between training design and motivation to transfer.

Ref: 72 (1988 - 2024)

Keyword: Individual characteristics, motivation to transfer as mediation, individual characteristics as mediation, training design, transfer of learning, work environment, hospital nurses