DAFTAR PUSTAKA

- Ahmer, Z., Aamir, M., Ali, M. & Usman, N. (2020). Mechanism Between Organizational Support Factors and Motivation to Transfer: Mediating Role of Self-Efficacy. *Journal of Business and Social Review in Emerging Economies*, 6(4), 1621-1630
- Al-Dalaien, A.A., Drus, S.M., Kasim, H.A., & Al-oqaily, A.T. (2020). Investigate the Extrinsic and Intrinsic Motivational Factors of Knowledge Transfer in the Hospitals. *Journal of Computer Science*, 16, 92-104.
- Alias, S. A., Ong, M. H. A., Rahim, A. R. A., & Hassan, R. (2019). The Role of Training Design Factors in Influencing Training Effectiveness among Public Service Employees. *International Journal of Academic Research in Business and Social Sciences*, 9(5), 898 913.
- Alnowaiser, A. (2017). The impact of work environment, individual characteristics, training design and motivation on training transfer to the work: the case of Saudi Arabian Public Security Organisation. PhD thesis University of Westminster Leadership and Professional Development https://doi.org/10.34737/q0922
- Ariani, D.W. (2013). Personality and Learning Motivation. *European Journal of Business and Management*, 5, 26-38.
- Baldwin, T. T., & Ford, J. K. (1988). Transfer of training: A review and directions for future research. *Personnel Psychology*, 41(1), 63–105. https://doi.org/10.1111/j.1744-6570.1988.tb00632.x
- Baldwin, Timothy & Ford, J. & Blume, Brian. (2009). Transfer of Training 1988-2008: An Updated Review and New Agenda for Future Research.. *International Review of Industrial and Organizational Psychology*. 24. 64-88. 10.1002/9780470745267.ch2.
- Bhatti, Muhammad & Garib Singh, Sharan. (2010). The role of individual and training design factors on training transfer. *Journal of European Industrial Training*. 34. 656-672. 10.1108/03090591011070770.
- Bhatti, Muhammad & Battour, Mohamed & Kaliani Sundram, Veera Pandiyan & Othman, Akmal. (2013). Transfer of training: Does it truly happen? An examination of support, instrumentality, retention and learner readiness on the transfer motivation and transfer of training. *European Journal of Training and Development*. 37. 10.1108/03090591311312741.
- Bhatti, Muhammad & Ali, Sharrifah & Isa, Mohd & Battour, Mohamed. (2014). Training Transfer and Transfer Motivation: The Influence of Individual, Environmental, Situational, Training Design, and Affective Reaction Factors. *Performance Improvement Quarterly*. 27. 10.1002/piq.21165.

- Bhuiyan, Md Sanwar. (2017). Influence of Individual Characteristics, Organizational Support System and Learning Organizational Practices in Post-program Transfer of Training: A Study on Management Development Programs of Bangladesh Civil Service. *International Journal of Human Resource Studies*. 7. 23. 10.5296/ijhrs. v7i3.11404.
- Borah, M. (2021). Motivation in Learning. Journal of Critical Reviews, 8(2), 550–552.
- Božić, Velibor. (2023). Human resource management in hospital. https://www.researchgate.net/publication/368308042 Human resource management in hospital/citation/download.
- Burke, L. A., & Hutchins, H. M. (2007). Training Transfer: An Integrative Literature Review. Human Resource Development Review, 6(3), 263-296. https://doi.org/10.1177/1534484307303035.
- Chatterjee, Aindrila & Pereira, Arun & Sarkar, Bijan. (2018). Learning transfer system inventory (LTSI) and knowledge creation in organizations. The Learning Organization. 25. 10.1108/TLO-06-2016-0039.
- Choi, Myungweon & Ruona, Wendy. (2008). An Update on the Learning Transfer System. *Online Submission*, Paper presented at the Academy of Human Resource Development International Research Conference in the Americas. https://eric.ed.gov/?id=ED501613
- Cohen, J. (1988). Statistical Power Analysis for the Behavioral Sciences (2nd ed.). Routledge. https://doi.org/10.4324/9780203771587
- Dewayani, Julitta & Ferdinand, Augusty. (2019). Motivation to Transfer, Supervisor Support, Proactive Learning, and Training Transfer: Testing Interaction Effects. *International Journal of Economics and Business Administration*. VII. 141-150. 10.35808/ijeba/314.
- Donovan, P., Hannigan, K. and Crowe, D. (2001). The learning transfer system approach to estimating the benefits of training: empirical evidence. *Journal of European Industrial Training*, Vol. 25 No. 2/3/4, pp. 221-228. https://doi.org/10.1108/EUM0000000005447
- Faizal, A.N., Saiful, H., Bekri, R.M., Jamil, A.B., Amiruddin, M.H., Yasin, R.M., & Arasinah, K. (2017). Impact of work environment on learning transfer of skills. *Pertanika journal of social science and humanities*, 25, 33-40.
- Faraji Dehsorkhi H, Azizi Shamami M, Hayat A A, Rokni J. (2023). Predicting Training Transfer of Oxygen Therapy During COVID-19: Theory of Planned Behavior Application. *JHNM* 2023; 33 (4) :250-258 URL: http://hnmj.gums.ac.ir/article-1-2196-en.html

- Filgona, Jacob & Sakiyo, John & Gwany, D & Okoronka, Augustine. (2020). Motivation in Learning. *Asian Journal of Education and Social Studies*. 10. 16-37. 10.9734/AJESS/2020/v10i430273.
- Ford, J. & Yelon, Stephen & Billington, Abigail. (2011). How much is transferred from training to the job? The 10% delusion as a catalyst for thinking about transfer. *Performance Improvement Quarterly*. 24. 10.1002/piq.20108.
- Gegenfurtner, Andreas & Vauras, Marja & Gruber, Hans & Festner, Dagmar. (2010). *Motivation to transfer revisited. Learning in the Disciplines*: ICLS 2010 Conference Proceedings 9th International Conference of the Learning Sciences. 1. 452-459.
- Grossman, R., & Salas, E. (2011). The Transfer of Training: What Really Matters. *International Journal of Training and Development*, 15, 103-120. http://dx.doi.org/10.1111/j.1468-2419.2011.00373.x
- Hair, J.F., Hult, G.T.M., Ringle, C.M., Sarstedt, M. (2017). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM) Second Edition. Los Angeles. SAGE publishing
- Hair, J.F., Hult, G.T.M., Ringle, C.M., Sarstedt, M. (2017). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM) Second Edition. Los Angeles. SAGE publishing
- Hair, J.F., Hult, G.T.M., Ringle, C.M. & Sarstedt, M. (2022). *Partial Least Squares Structural Equation Modeling (Pls-Sem) Third Edition*. Third Edit ed. *Angewandte Chemie International Edition*, 6(11), 951–952., Los Angeles: SAGE Publications, Inc.
- Hariyanto, E., Purnomo, R., & Bawono, I. R. (2014). Desain Pelatihan, Dukungan Organisasional, Dukungan Supervisor dan Self-Efficacy sebagai Faktor Penentu Keefektifan Transfer Pelatihan. *Jurnal Siasat Bisnis*, 15(2). Retrieved from https://journal.uii.ac.id/JSB/article/view/3217
- Henseler, Jörg & Ringle, Christian & Sarstedt, Marko. (2015). A New Criterion for Assessing Discriminant Validity in Variance-based Structural Equation Modeling. *Journal of the Academy of Marketing Science*. 43. 115-135. 10.1007/s11747-014-0403-8.
- Henseler, Jörg & Hubona, Geoffrey & Ray, Pauline. (2016). Using PLS Path Modeling in New Technology Research: Updated Guidelines. *Industrial Management & Data Systems*. 116. 2-20. 10.1108/IMDS-09-2015-0382.
- Imanipour, M., Mirzaeipour, F., & Hazaryan, M. (2023). Effectiveness of feedback type on performance quality and satisfaction of nursing student: A comparative interventional study. *Journal of Education and Health Promotion*, (1), 324.

- Irhamni, M., & Rahardja, E. (2022). Pengaruh Transfer Pelatihan dan Kualitas Kehidupan Kerja Terhadap Kinerja Perawat dengan Komitmen Organisasional Sebagai Variabel Intervening. *Cakrawala Management Business Journal*, 4(2), 893-902. doi:10.30862/cm-bj. v4i2.159
- Ismail, Azman & Mohamed, Hj. Hasan Al-Banna & Sulaiman, Ahmad & MOHAMAD, MOHD & Ismail, Ariffin & Sabhi, Suriawati. (2010). Supervisor's Role As An Antecedent of Training Transfer and Motivation in Training Programs. Acta Universitatis Danubius: Oeconomica
- Iswahyudi, Iswahyudi & Yohana, Corry & Mardi, Mardi. (2019). Impact Self-Efficacy and Supervisor Support on Transfer of Training: Two-Stage Approach Analysis. 7. 47-60. 10.21009/JPEB.007.1.5.
- Kim-Soon, Ng & Ahmad, Nabila & Ahmad, Abd Rahman. (2014). Moderating Effects of Work Environment on Motivation to Learn and Perceived Training Transfer: Empirical Evidence from a Bank. *Australian Journal of Basic and Applied Sciences*. 8. 344-361.
- Khan, M. A., & Shah, F. A. (2023). Examining The Role of Motivation to Transfer as Mediator between the Individual Factors -- Organizational Factors and Training—Transfer. *Pakistan Journal of Humanities and Social Sciences*, *11*(2), 1811–1822. https://doi.org/10.52131/pjhss.2023.1102.0484
- Lachowicz, Mark & Preacher, Kristopher & Kelley, Ken. (2017). A Novel Measure of Effect Size for Mediation Analysis. Psychological Methods. 23. 10.1037/met0000165.
- Ma F, Bai Y, Bai Y, Ma W, Yang X, Li J. (2018). Factors influencing training transfer in nursing profession: a qualitative study. BMC Med Educ. 2018 Mar 20;18(1):44. doi: 10.1186/s12909-018-1149-7. PMID: 29558918; PMCID: PMC5859543.
- Machin, M. & Fogarty, Gerard. (2008). The Effects of Self-Efficacy, Motivation to Transfer, and Situational Constraints on Transfer Intentions and Transfer of Training. *Performance Improvement Quarterly*. 10. 98 - 115. 10.1111/j.1937-8327. 1997.tb00051. x.
- Madagamage, G.T., Warnakulasooriya, B.N., & Wickramasuriya, H.V. (2015). Factors influencing motivation to transfer training: an empirical study of a government sector training program in Sri Lanka. *Tropical agricultural research*, 26, 12-25.
- Maung, K., & Chemsripong, S. (2014). Work Environment Factors Influence on Transfer of Training In Myanmar. Southeast Asia Journal of Contemporary Business, Economics and Law, 4(1), 2289-1560.

- McArdle, G.E. (2015). Training Design and Delivery: A Guide for Every Trainer, Training Manager, and Occasional Trainer, 3rd Edition. ATD. United State of America.
- Mdhlalose, D. (2022). An analysis of the impact of the environment on the transfer of training in the workplace: A systematic review. *International Journal of Research in Business and Social Science* (2147- 4478), 11(10), 55–62. https://doi.org/10.20525/ijrbs.v11i10.2168
- Muhammad Sarfraz & Zahid Hussain & Nausheen Syed & Faiza Rehman & Shah Rollah Bin Abdul Wahab & Muhammad Salihuddin. (2021). Work Environment and Training Transfer Intentions: Does Organizational Justice Moderate Their Relationship?. SAGE Open, vol. 11(4), pages 21582440211, October.
- Nafukho, Fred & Irby, Beverly & Pashmforoosh, Roya & Lara-Alecio, Rafael & Tong, Fuhui & Lockhart, Mary & Mansour, Walid & Tang, Shifang & Etchells, Matthew & Wang, Zhuoying. (2022). Training design in mediating the relationship of participants' motivation, work environment, and transfer of learning. *European Journal of Training and Development*. 47. 10.1108/EJTD-06-2022-0070.
- Nik Md Salleh, Nik Sarina & Amin, Aziz & Mamat, Ibrahim. (2017). Employee Readiness, Training Design and Work Environment in Influencing Training Transfer Among Academic Staffs of Uitm. *International Journal of Academic Research in Business and Social Sciences*. 7. 10.6007/IJARBSS/v7-i10/3376.
- Nguyen, P.V., & Tran, T.T. (2020). Role of motivation to learn in training transfer and job performance under peer and supervisor support in the Vietnamese public sector. *International Journal of Advanced and Applied Sciences*.
- Ogbeibu, S., & Gaskin, J. (2023). Back from the Future: Mediation and Prediction of Events Uncertainty through Event-Driven Models (EDMs). FIIB Business Review, 12(1), 10-19. https://doi.org/10.1177/23197145221121084 Pugh, K. J., & Bergin, D. A. (2006). Motivational Influences on Transfer. *Educational Psychologist*, 41(3), 147–160. https://doi.org/10.1207/s15326985ep4103_2
- Pangil, Faizuniah. (2021). The moderator effect of transfer climate on enhancing transfer of training: The application of AMO theory.
- Pugh, K. J., & Bergin, D. A. (2006). Motivational Influences on Transfer. *Educational Psychologist*, 41(3), 147–160. https://doi.org/10.1207/s15326985ep4103_2
- Ragini, & Ghosh, Piyali. (2021). Exploring the readiness of learners to transfer training: an interactionist approach. *European Journal of Training and Development*. ahead-of-print. 10.1108/EJTD-05-2020-0085.
- Raja Suzana Raja Kasim and Sharrifah Ali. (2011). The Influence of Training Design on Training Transfer Performance among Support Staff of Higher Education in

- Malaysia. *International Journal of Innovation, Management and Technology Vol.* 2, no. 5, pp.377-382.
- Ramos-Villagrasa, Pedro J. & Barrada, Juan Ramón & Río, Elena & Koopmans, Linda. (2019). Assessing Job Performance Using Brief Self-Report Scales: The Case of the Individual Work Performance Questionnaire. Revista de Psicología del Trabajo y de las Organizaciones. 35. 195-205. 10.5093/jwop2019a21.
- Ryan, R.M., Deci, E.L. (2022). Self-Determination Theory. In: Maggino, F. (eds) Encyclopedia of Quality of Life and Well-Being Research. Springer, Cham. https://doi.org/10.1007/978-3-319-69909-7_2630-2.
- S. Mayangsari, Agni, Jusuf Irianto, and S. E. Anis Eliyana. (2014). The Analysis of The Effect of Individual Characteristics and Supervisor Support on Motivation and Learning Transfer. *Journal of Economics, Management and Trade* 5 (3):329-37. https://doi.org/10.9734/BJEMT/2015/13132.
- Samir Sorour, M., & Zakaria El saeed, Z. (2022). Effect of Training Transfer Program on Development of Nursing Trainees' Professional Competencies. *International Egyptian Journal of Nursing Sciences and Research*, 3(1), 1-22. doi: 10.21608/ejnsr.2022.247054
- Salas, E., Wilson, K. A., Burke, C. S., Wightman, D. C., & Howse, W. R. (2006). A Checklist for Crew Resource Management Training. Ergonomics in Design, 14(2), 6-15. https://doi.org/10.1177/106480460601400204
- Sharma, K., & Rana, N. (2021). A study of work environment and perceived transfer of training: A Conceptual framework. *International Journal of Advances in Engineering and Management (IJAEM) Volume 3, Issue 9 Sep 2021, pp: 341-347*. https://www.ijaem.net.
- Shen, M., Feng, Z. (2024). Continuing nursing education: an action research study on the implementation of a nursing training program using the Holton Learning Transfer System Inventory. *BMC Med Educ* **24**, 610. https://doi.org/10.1186/s12909-024-05552-6
- Suangga, Fitriany, and Cyruz P. Tuppal. (2017). Motivation Among Indonesian Nurses in Pursuing Continuing Professional Education and Its Relationship to Their Competencies. *Nurse Media*, vol. 7, no. 1, Jun. 2017, pp. 24-34
- Suleiman, W., Dassanayake, M.S., & Othman, A.E. (2017). Mediation of Transfer Motivation on the Relationship between Supervisor Support, Peer Support and Transfer of Training. *International Journal of Business and Society*, 18, 605.
- Testers, LBJCT., Gegenfurtner, A., & Brand-Gruwel, S. (2015). *Motivation to transfer learning to multiple contexts*. Paper presented at The School Library Rocks: Living it, Learning it, Loving it, 01-07-2015; 2015, Maastricht, The Netherlands

- Thalheimer, W. (2018). The learning-transfer evaluation model: Sending messages to enable learning effectiveness. Available at https://WorkLearning.com/Catalog
- Tombs, Michal. (2011). *Motivation to learn: test of a model in different training contexts*. PhD Thesis, Cardiff University.
- Tonhäuser, C., & Büker, L. (2016). Determinants of Transfer of Training: A Comprehensive Literature Review. *International Journal for Research in Vocational Education and Training*, 3(2), 127–165. https://doi.org/10.13152/IJRVET.3.2.4
- Tracey, J. & Hinkin, Timothy & Tannenbaum, Scott & Mathieu, John. (1997). The Influence of Individual Characteristics and The Work Environment on Varying Levels of Training Outcomes. Academy of Management Proceedings. 1997. 210-214. 10.5465/AMBPP.1997.4981395.
- Velada, Raquel & Caetano, António & Michel, John & Lyons, Brian & Kavanagh, Michael. (2007). The effects of training design, individual characteristics and work environment on transfer of training. International Journal of Training and Development, 11(4), 282-294. *International Journal of Training and Development*. 11. 282 294. 10.1111/j.1468-2419.2007.00286. x.
- Wen, Melody & Lin, Danny. (2014). Trainees' characteristics in training transfer: The relationship among self-efficacy, motivation to learn, motivation to transfer and training transfer. *International Journal of Human Resource Studies*. 4. 114. 10.5296/ijhrs. v4i1.5128.
- Yaghi, A., & Bates, R. (2020). The role of supervisor and peer support in training transfer in institutions of higher education. *International Journal of Training and Development*, 24(2), 89-104. https://doi.org/10.1111/ijtd.12173
- Yusof, A. N. (2012). The relationship training transfers between training characteristics, training design and work environment. *Human Resource Management Research*, 2(2), 1-8.
- Zulkifly, N.A. (2022). The Influence of Training Design Factors on Training Transfer: A Preeliminary Study. *International Journal of Academic Research in Business and Social Sciences*, 12(12), 1252 1262.