

ABSTRACT

This study aims to examine the effect of training need analysis, transfer of training and training method to training outcomes of QC operators in PT X. Research data taken from questionnaires filled by respondent. Sampling method was saturated sampling consist of 39 respondents. The method of analysis was multiple linear regression. The result showed that training need analysis, transfer of training and training method are having positive significant effect to training outcomes. Partially training need analysis has positive significant effect to training outcomes, transfer of training has positive significant effect to training outcomes and training method has positive significant effect to training outcomes. Transfer of training has the biggest significant variable effecting training outcomes. Dimension of variables that had biggest positive correlation value were organizational analysis.

Keywords: Training need analysis, transfer of training, training method, training outcomes.

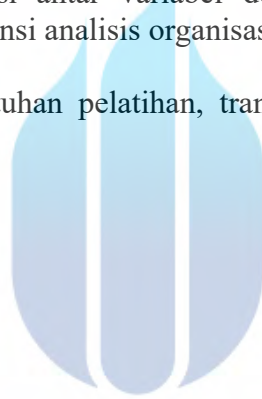


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ABSTRAK

Penelitian ini bertujuan menguji pengaruh analisis kebutuhan pelatihan, transfer pelatihan dan metode pelatihan terhadap hasil pelatihan operator QC pada PT X. Data penelitian merupakan data primer yang berasal dari penilaian responden dengan menggunakan kuesioner. Metode sampling yang digunakan adalah sampling jenuh sebanyak 39 orang. Metode analisis yang digunakan adalah regresi linear berganda. Hasil penelitian menunjukkan analisis kebutuhan pelatihan, transfer pelatihan dan metode pelatihan berpengaruh secara positif dan signifikan terhadap hasil pelatihan. Secara parsial analisis kebutuhan pelatihan, berpengaruh signifikan positif terhadap hasil pelatihan, pelatihan, transfer pelatihan berpengaruh signifikan positif terhadap hasil pelatihan dan metode pelatihan berpengaruh signifikan positif terhadap hasil pelatihan. Transfer pelatihan merupakan variabel yang paling besar pengaruhnya terhadap hasil pelatihan. Analisis dimensi antar variabel dengan nilai korelasi positif kuat terbesar terdapat pada dimensi analisis organisasi terhadap dimensi reaksi.

Kata kunci: analisis kebutuhan pelatihan, transfer pelatihan, metode pelatihan, hasil pelatihan



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