

TRANSFER PELATIHAN, KINERJA DEPARTEMEN SUMBER DAYA MANUSIA DAN KINERJA ORGANISASI

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Abstrak

Artikel ini mengusulkan model integratif transfer pelatihan dan menguji pengaruh kinerja pra-pelatihan terhadap hubungan antara pelatihan dan pengembangan (praktek T & D), variabel peran atasan dan variabel terkait transfer. Model ini bertujuan menunjukkan pentingnya peran atasan dan faktor-faktor organisasi dalam menganalisis hubungan antara pelatihan dan pengembangan, transfer pelatihan dan kinerja organisasi. Artikel ini menjelaskan tentang model transfer pelatihan yang mempertimbangkan kinerja tidak hanya sebagai variabel hasil, tetapi juga sebagai variabel anteseden.

Kata Kunci : Transfer Pelatihan, Sumber Daya Manusia, Kinerja Organisasi

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