

RINGKASAN

Penelitian ini merupakan penelitian survey pada perawat di Rumah Sakit Wijayakusuma Purwokerto, baik itu pada posisi rawat jalan ataupun rawat inap. Penelitian ini mengambil judul “Analisis Faktor-faktor kepribadian yang mempengaruhi transfer pelatihan dimediasi oleh motivasi untuk belajar pada perawat di Rumah Sakit Wijayakusuma Purwokerto”.

Tujuan penelitian ini adalah untuk mengetahui pengaruh berbagai faktor kepribadian terhadap transfer pelatihan dan pengaruh variabel motivasi untuk belajar sebagai variabel mediasinya.

Populasi dalam penelitian ini adalah perawat di Rumah Sakit Wijayakusuma Purwokerto, jumlah sampel yang diambil adalah 190 orang dengan menggunakan metode *purposive sampling method*.

Berdasarkan hasil penelitian dan analisis data dengan menggunakan SEM (*Structural Equation Modelling*) menunjukkan bahwa; (1) Kepribadian proaktif berpengaruh positif terhadap transfer pelatihan, (2) *conscientiousness* berpengaruh positif terhadap transfer pelatihan, (3), *extraversion* berpengaruh positif terhadap transfer pelatihan, (4), *agreeableness* berpengaruh positif terhadap transfer pelatihan, (5) kepribadian proaktif berpengaruh positif terhadap motivasi untuk belajar, (6) *conscientiousness* berpengaruh positif terhadap motivasi untuk belajar, (7) *extraversion* berpengaruh positif terhadap motivasi untuk belajar, (8) *agreeableness* berpengaruh positif terhadap motivasi untuk belajar, (9) motivasi untuk belajar berpengaruh positif terhadap transfer pelatihan, (10) motivasi untuk belajar memediasi pengaruh kepribadian proaktif terhadap transfer pelatihan, (11) motivasi untuk belajar memediasi pengaruh *conscientiousness* terhadap transfer pelatihan, (12) motivasi untuk belajar memediasi pengaruh *extraversion* terhadap transfer pelatihan, (13) motivasi untuk belajar memediasi pengaruh *agreeableness* terhadap transfer pelatihan.

Implikasi teoritis dalam penelitian ini merupakan penelitian yang hanya berfokus pada faktor internal yaitu faktor kepribadian yang memengaruhi pada transfer pelatihan. Berdasarkan hasil analisis menyatakan bahwa faktor internal *trainee* sangat memengaruhi keberhasilan transfer pelatihan sedangkan pada Implikasi praktis penelitian ini bisa menjadi bahan pertimbangan bahwa faktor internal *trainee* merupakan faktor yang memberikan hasil signifikan pada transfer pelatihan. Beberapa faktor yang harus menjadi perhatian adalah faktor kepribadian, di antaranya yaitu kepribadian proaktif, *conscientiousness*, *extraversion* dan *agreeableness*.. Oleh karena itu pihak manajemen perlu memperhatikan faktor internal *trainee* pada saat akan melakukan transfer pelatihan, kepribadian proaktif memiliki nilai yang paling tinggi dalam keberhasilan.

Kata kunci; Transfer pelatihan, motivasi untuk belajar, kepribadian proaktif, *conscientiousness*, *extraversion*, *agreeableness*

SUMMARY

This research is a survey research on nurses at Wijayakusuma Purwokerto Hospital, both in the outpatient or inpatient positions. This study takes the title "Analysis of personality factors that influence the transfer of training is mediated by motivation to learn for nurses at Wijayakusuma Hospital in Purwokerto".

The purpose of this study was to determine the effect of various personality factors on training transfer and the influence of motivation variables for learning as mediating variables.

The population in this study were nurses at Wijayakusuma Purwokerto Hospital, the number of samples taken was 190 people using the purposive sampling method.

Based on the results of research and data analysis using SEM (Structural Equation Modeling) shows that; (1) proactive personality has a positive effect on training transfer, (2) conscientiousness has a positive effect on training transfer, (3), extraversion has a positive effect on training transfer, (4), agreeableness has a positive effect on training transfer, (5) proactive personality has a positive effect on motivation to learn, (6) conscientiousness has a positive effect on motivation to learn, (7) extraversion has a positive effect on motivation to learn, (8) agreeableness has a positive effect on motivation to learn, (9) motivation to learn has a positive effect on training transfer, (10) motivation to learn to mediate the influence of proactive personality on training transfer, (11) motivation to learn to mediate the effect of conscientiousness on training transfer, (12) motivation to learn to mediate the effect of extraversion on training transfer, (13) motivation to learn to mediate the effect of agreeableness on training transfer.

The theoretical implications in this study are studies that only focus on internal factors, namely personality factors that influence the transfer of training. Based on the results of the analysis states that the internal factors of trainees greatly affect the success of the transfer of training while the practical implications of this study can be taken into consideration that the internal factors of trainees are factors that provide significant results on the transfer of training. Some factors that must be a concern are personality factors, such as proactive personality, conscientiousness, extraversion and agreeableness. To provide better results in the transfer of training, more motivation is needed when trainees will conduct training. Therefore the managerial party needs to pay attention to internal trainee factors when transferring training, the proactive personality has the highest value in success.

Keywords; Transfer of training, motivation to learn, proactive personality, conscientiousness, extraversion, agreeableness