

**PENGARUH *LOCUS OF CONTROL*, ORIENTASI TUJUAN
PEMBELAJARAN DAN KARAKTERISTIK LINGKUNGAN KERJA
TERHADAP TRANSFER PELATIHAN DENGAN *SELF EFFICACY*
SEBAGAI VARIABEL MEDIASI
(STUDI PADA KARYAWAN GENERASI Z PERUSAHAAN START UP DI
JAKARTA)**

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh secara langsung dan tidak langsung *locus of control* terhadap transfer pelatihan, orientasi tujuan pembelajaran terhadap transfer pelatihan, karakteristik lingkungan kerja terhadap transfer pelatihan, *self efficacy* sebagai variabel mediasi yang akan memediasi secara parsial *locus of control* terhadap transfer pelatihan, orientasi tujuan pembelajaran terhadap transfer pelatihan, karakteristik lingkungan kerja terhadap transfer pelatihan, sampel pada penelitian ini yakni berjumlah 210 sampel responden Gen Z pada Perusahaan *Start-Up* di Jakarta, penelitian ini menggunakan analisis SEM-Amos, hasil dari penelitian ini adalah *locus of control* positif dan signifikan terhadap transfer pelatihan, orientasi tujuan pembelajaran positif dan signifikan terhadap transfer pelatihan, karakteristik lingkungan kerja positif dan signifikan terhadap transfer pelatihan, *self efficacy* memediasi *locus of control* positif dan signifikan terhadap transfer pelatihan, *self efficacy* memediasi orientasi tujuan pembelajaran positif dan signifikan terhadap transfer pelatihan, *self efficacy* memediasi karakteristik lingkungan kerja positif dan signifikan terhadap transfer pelatihan. Disarankan untuk Gen Z di Perusahaan *Start Up*, harus mampu menyelesaikan masalah, membangun potensi diri, keterampilan diri, mampu menyelesaikan tugas tugas yang berat dan menambah pengalaman baru, saling mengajarkan antar sesama rekan kerja.

Kata Kunci: *Locus of Control*, Orientasi Tujuan Pembelajaran,
Karakteristik Lingkungan Kerja, Self Efficacy, Transfer Pelatihan, Gen Z,
Jakarta

THE INFLUENCE OF LOCUS OF CONTROL, LEARNING GOAL ORIENTATION AND WORK ENVIRONMENT CHARACTERISTICS ON TRAINING TRANSFER WITH SELF EFFICACY AS A MEDIATION VARIABLE (STUDY ON GENERATION Z EMPLOYEES OF START UP COMPANIES IN JAKARTA)

ABSTRACT

This study aims to determine the direct and indirect effects of locus of control on training transfer, learning goal orientation on training transfer, and work environment characteristics on training transfer, with self-efficacy as a mediating variable that partially mediates locus of control on training transfer, learning goal orientation on training transfer, and work environment characteristics on training transfer. The sample in this study consisted of 210 Gen Z respondents working in start-up companies in Jakarta. The study employed SEM-Amos analysis. The findings revealed that locus of control has a positive and significant effect on training transfer, learning goal orientation has a positive and significant effect on training transfer, and work environment characteristics have a positive and significant effect on training transfer. Additionally, self-efficacy mediates the positive and significant effect of locus of control on training transfer, self-efficacy mediates the positive and significant effect of learning goal orientation on training transfer, and self-efficacy mediates the positive and significant effect of work environment characteristics on training transfer. It is recommended that Gen Z employees in start-up companies develop the ability to solve problems, build self-potential, improve personal skills, complete challenging tasks, gain new experiences, and engage in peer-to-peer teaching among colleagues.

Keywords: *Locus of Control, Learning Goal Orientation, Work Environment Characteristics, Self Efficacy, Training Transfer, Gen Z, Jakarta*