

BAB V

PENUTUP

5.1 Kesimpulan

Studi penelitian ini bertujuan menguji budaya belajar terhadap transfer pelatihan yang didukung dengan variabel motivasi untuk mentransfer pembelajaran. Berdasarkan analisis regresi mediasi menunjukkan bahwa semua hipotesis terdukung. Dalam penelitian ini dapat disimpulkan bahwa hasil penelitiannya sebagai berikut:

1. Dari pengujian hipotesis pertama, menunjukkan bahwa budaya belajar berpengaruh signifikan terhadap transfer pelatihan pada karyawan Rumah Sakit Amal Sehat Wonogiri.
2. Dari pengujian hipotesis kedua, menunjukkan bahwa budaya belajar berpengaruh signifikan terhadap motivasi untuk mentransfer pembelajaran pada karyawan Rumah Sakit Amal Sehat Wonogiri.
3. Dari pengujian hipotesis ketiga, menunjukkan bahwa motivasi untuk mentransfer pembelajaran berpengaruh signifikan terhadap transfer pelatihan pada karyawan Rumah Sakit Amal Sehat Wonogiri.
4. Dari pengujian hipotesis keempat, menunjukkan bahwa budaya belajar bisa berpengaruh signifikan terhadap transfer pelatihan dengan melalui proses mediasi dari variabel motivasi untuk mentransfer pembelajaran tersebut. terbukti memediasi penuh antara variabel bebas yaitu transfer pelatihan terhadap variabel terikat yaitu budaya belajar ke transfer pelatihan dan motivasi untuk transfer pembelajaran.

5.2 Keterbatasan Penelitian

Setiap penelitian tidak lepas dari keterbatasan dan kekurangan, demikian pula dengan penelitian ini. Keterbatasan yang ada dalam penelitian ini adalah pelaksanaan pengambilan data kurang efektif karena adanya peraturan yang membatasi saat dilakukannya pengambilan data di Rumah Sakit Amal Sehat Wonogiri. Keterbatasannya saat menyebar kuisisioner, yaitu:

- 1) Penelitian ini menggunakan alat ukur berupa kuisisioner, dimana responden mengisi kuisisioner menurut pendapatnya.
- 2) Terlalu sering menyebar dapat mengganggu aktivitas kerja karyawan.

5.3 Saran

Berdasarkan pembahasan dan kesimpulan diatas, maka saran yang bisa diajukan dalam penelitian yaitu: Perlu kesesuaian pada karyawan rumah sakit saat menyebar kuisisioner lebih baiknya ada karyawan yang mendampingi saat melakukan penyebaran kuisisioner.

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LAMPJRAW

Lampiran 1. Kuisisioner



Kepada Yth:

Bapak/ Ibu / Saudara Responden

Dengan Hormat,

Saya sedang melakukan penelitian skripsi dengan judul : **“Pengaruh Budaya Belajar Terhadap Transfer Pelatihan Yang di Mediasi oleh Motivasi Untuk Mentransfer Pembelajaran”**. Saya mohon Bapak/Ibu/Sodara berkenan mengisi kuisisioner dengan sejujurnya. Semua informasi terkait dengan responden dirahasiakan. Atas perhatian dan kerjasamanya saya ucapkan terima kasih.

Salam,

Rama Prima Sutara

NIM: 13150307L

KUISIONER

Data Responden:

(Kerahasiaan responden akan dijamin aman dalam penelitian ini)

1. Nama responden: _____
2. Usia: _____ tahun
3. Jenis Kelamin: Laki-laki Perempuan

Pendidikan terakhir (beri tanda centang (√) pada kolom dibawah ini)

- SD
- SMP
- SMA /Sederajat
- Diploma
- Sarjana
- Magister
- Doktor

4. Posisi jabatan saat ini: _____
5. Lama bekerja diperusahaan ini: _____ tahun

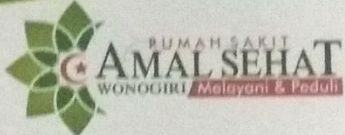
DAFTAR PERNYATAAN

Jawaban atas pertanyaan berikut ini dapat digunakan untuk menjelaskan keterlibatandan pegraruh serta kepuasan anda dalam hubungannya dengan kompensasi yang di berikan. Anda dapat menyatakan pendapat anda dengan tanda cek (√) pada kolom yang telah disediakan dengan ketentuan.

SS : Sangat Setuju
 S : Setuju
 CS : Cukup Setuju
 TS : Tidak Setuju
 STS : Sangat Tidak Setuju

No.	Pernyataan	STS	TS	CS	S	SS
TP 1.	Saya mendapatkan adaptasi belajar sesuai pengetahuan baru yang saya dapat dalam bekerja.					
TP 2.	Saya mendapatkan ketrampilan dalam lingkungan kerja.					
TP 3.	Saya mendapatkan perlakuan yang baik di lingkungan pekerjaan.					
BB 1.	Para karyawan selalu berupaya meningkatkan pengetahuan dan ketrampilan.					
BB 2.	Para karyawan selalu berupaya untuk saling belajar dan meningkatkan produktivitas.					
MUMP 1.	Informasi pengetahuan yang saya dapat akan saya sampaikan ke orang lain sebagai bentuk motivasi pembelajaran.					
MUMP 2.	Saya memberikan pengetahuan yang saya dapat dari pengalaman, sebagai bentuk motivasi belajar.					

Lampiran 2. Surat Permohonan Izin Pengambilan Data



SURAT KETERANGAN PENELITIAN
NOMOR : 015/KET/DIKLAT-RSAS/VI/2019

Assalamu'alaiikum Warohmatullahi Wabarokatuhu,

Yang bertanda tangan dibawah ini :

Nama : Citra Arini Fauzhia, S.KM
Jabatan : Kepala Sub Bagian Diklat

Dengan ini menerangkan bahwa :

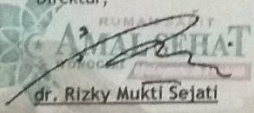
Nama : Rama Prima Sutara
NIM : 13150307L
Program Studi : Ekonomi/ Manajemen Rumah Sakit
Jenjang : S-1
Judul Penelitian : "Pengaruh Budaya Belajar terhadap Transfer Pelatihan yang Dimediasi oleh Motivasi untuk Menstransfer Pembelajaran".

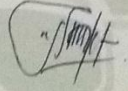
Telah melaksanakan Penelitian di Rumah Sakit Amal Sehat Wonogiri pada tanggal 04 April 2019 sampai dengan 03 Mei 2019.

Demikian surat keterangan ini kami buat, untuk dipergunakan sebagaimana mestinya.

Wassalamu'alaiikum Warohmatullahi Wabarokatuhu.

Wonogiri, 12 Juni 2019


Mengetahui,
Rumah Sakit Amal Sehat Wonogiri
Direktur,

dr. Rizky Mukti Sejati
NIK. 4211016049017

Rumah Sakit Amal Sehat Wonogiri
Kepala Sub Bagian Diklat,

Citra Arini Fauzhia, S.KM
NIK. 2582304018813

Tembusan :

1. Arsjp

Alamat Jl. Ngerjopuro - Slogohimo. Slogohimo, Wonogiri 57694
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Lampiran 3. Data regresi

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Lampiran 4. Uji reliabel

Reliability

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Comments		
Input	Active Dataset Filter Weight Split File N of Rows in Working Data File Matrix Input	DataSet1 <none> <none> <none> 150
Missing Value Handling	Definition of Missing Cases Used	User-defined missing values are treated as missing. Statistics are based on all cases with valid data for all variables in the procedure. RELIABILITY /VARIABLES=BP1 BP2 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Syntax		
Resources	Processor Time Elapsed Time	00:00:00,02 00:00:00,02

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	150	100,0
	Excluded ^a	0	,0
	Total	150	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,825	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
BP1	4,29	,421	,703	.
BP2	4,35	,403	,703	.

Reliability

		Notes
Output Created		26-JUL-2019 00:57:11
Comments		
Input	Active Dataset Filter Weight Split File N of Rows in Working Data File Matrix Input	DataSet1 <none> <none> <none>
Missing Value Handling	Definition of Missing Cases Used	150 User-defined missing values are treated as missing. Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=MTP1 MTP2 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time Elapsed Time	00:00:00,00 00:00:00,05

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	150	100,0
	Excluded ^a	0	,0
	Total	150	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,771	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
MTP1	4,35	,311	,633	.
MTP2	4,37	,408	,633	.

Reliability

Notes

Output Created		26-JUL-2019 00:57:59
Comments		
Input	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	150
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=TP1 TP2 TP3 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	150	100,0
	Excluded ^a	0	,0
	Total	150	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,824	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
TP1	8,55	1,001	,719	,718
TP2	8,47	,975	,718	,718
TP3	8,47	1,069	,606	,830

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Factor Analysis

		Notes
Output Created		26-JUL-2019 00:54:47
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	150
Missing Value Handling	Definition of Missing	MISSING=EXCLUDE: User-defined missing values are treated as missing.
	Cases Used	LISTWISE: Statistics are based on cases with no missing values for any variable used.
Syntax		FACTOR /VARIABLES BP1 BP2 MTP1 MTP2 TP1 TP2 TP3 /MISSING LISTWISE /ANALYSIS BP1 BP2 MTP1 MTP2 TP1 TP2 TP3 /PRINT INITIAL KMO EXTRACTION ROTATION /FORMAT BLANK(0.5) /CRITERIA FACTORS(3) ITERATE(25) /EXTRACTION PC /CRITERIA ITERATE(25) /ROTATION VARIMAX /METHOD=CORRELATION.
Resources	Processor Time	00:00:00,03
	Elapsed Time	00:00:00,08
	Maximum Memory Required	7204 (7,035K) bytes

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,719
	Approx. Chi-Square	426,579
Bartlett's Test of Sphericity	Df	21
	Sig.	,000

Communalities

	Initial	Extraction
BP1	1,000	,838
BP2	1,000	,855
MTP1	1,000	,851
MTP2	1,000	,859
TP1	1,000	,777
TP2	1,000	,780
TP3	1,000	,665

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3,220	45,993	45,993	3,220	45,993	45,993	2,263	32,335	32,335
2	1,492	21,321	67,314	1,492	21,321	67,314	1,769	25,269	57,604
3	,912	13,025	80,339	,912	13,025	80,339	1,591	22,735	80,339
4	,501	7,152	87,491						
5	,331	4,735	92,226						
6	,287	4,101	96,326						
7	,257	3,674	100,000						

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component		
	1	2	3
BP1	,630	,567	
BP2	,609	,595	
MTP1	,673		
MTP2	,715		-,590
TP1	,730		
TP2	,711	-,508	
TP3	,670		

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

Rotated Component Matrix^a

	Component		
	1	2	3
BP1		,888	
BP2		,904	
MTP1			,849
MTP2			,864
TP1	,858		
TP2	,866		
TP3	,797		

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser

Normalization.

a. Rotation converged in 5 iterations.

Component Transformation Matrix

Component	1	2	3
1	,685	,499	,531
2	-,681	,698	,222
3	,260	,514	-,818

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Lampiran 6. Output mediated regression

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	BB ^b	.	Enter

a. Dependent Variable: TP

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,269 ^a	,072	,066	,46688	1,633

a. Predictors: (Constant), BB

b. Dependent Variable: TP

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,512	1	2,512	11,526	,001 ^b
	Residual	32,261	148	,218		
	Total	34,773	149			

a. Dependent Variable: TP

b. Predictors: (Constant), BB

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95,0% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
1	(Constant)	3,300	,282		11,721	,000	2,743	3,856		
	BB	,219	,065	,269	3,395	,001	,092	,347	1,000	1,000

a. Dependent Variable: TP

Coefficient Correlations^a

Model		BB
1	Correlations	1,000
	Covariances	,004

a. Dependent Variable: TP

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	BB
1	1	1,991	1,000	,00	,00
	2	,009	14,702	1,00	1,00

a. Dependent Variable: TP

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,7383	4,3964	4,2465	,12985	150
Residual	-1,17700	,82300	,00000	,46531	150
Std. Predicted Value	-3,914	1,154	,000	1,000	150
Std. Residual	-2,521	1,763	,000	,997	150

a. Dependent Variable: TP

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	BB ^b	.	Enter

a. Dependent Variable: MTP

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,433 ^a	,188	,182	,48902	1,663

a. Predictors: (Constant), BB

b. Dependent Variable: MTP

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8,168	1	8,168	34,155	,000 ^b
	Residual	35,392	148	,239		
	Total	43,560	149			

a. Dependent Variable: MTP

b. Predictors: (Constant), BB

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95,0% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error				Lower Bound	Upper Bound	Tolerance	VIF
1	(Constant)	2,653	,295		8,996	,000	2,070	3,235		
	BB	,396	,068	,433	5,844	,000	,262	,529	1,000	1,000

a. Dependent Variable: MTP

Coefficient Correlations^a

Model			BB
1	Correlations	BB	1,000
	Covariances	BB	,005

a. Dependent Variable: MTP

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	BB
1	1	1,991	1,000	,00	,00
	2	,009	14,702	1,00	1,00

a. Dependent Variable: MTP

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,4437	4,6303	4,3600	,23413	150
Residual	-1,63028	,96302	,00000	,48737	150
Std. Predicted Value	-3,914	1,154	,000	1,000	150
Std. Residual	-3,334	1,969	,000	,997	150

a. Dependent Variable: MTP

Regression**Variables Entered/Removed^a**

Model	Variables Entered	Variables Removed	Method
1	MTP ^b	.	Enter

a. Dependent Variable: TP

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,395 ^a	,156	,150	,44540	1,658

a. Predictors: (Constant), MTP

b. Dependent Variable: TP

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5,413	1	5,413	27,288	,000 ^b
	Residual	29,360	148	,198		
	Total	34,773	149			

a. Dependent Variable: TP

b. Predictors: (Constant), MTP

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95,0% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
1	(Constant)	2,709	,296		9,139	,000	2,124	3,295		
	MTP	,353	,067	,395	5,224	,000	,219	,486	1,000	1,000

a. Dependent Variable: TP

Coefficient Correlations^a

Model		MTP
1	Correlations	1,000
	Covariances	,005

a. Dependent Variable: TP

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	MTP
1	1	1,992	1,000	,00	,00
	2	,008	16,243	1,00	1,00

a. Dependent Variable: TP

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,7670	4,4721	4,2465	,19061	150
Residual	-1,14208	,88044	,00000	,44390	150
Std. Predicted Value	-2,515	1,184	,000	1,000	150
Std. Residual	-2,564	1,977	,000	,997	150

a. Dependent Variable: TP

REGRESSION

Regression**Descriptive Statistics**

	Mean	Std. Deviation	N
TP	4,2465	,48309	150
MTP	4,3600	,54069	150
BB	4,3167	,59194	150

Correlations

		TP	MTP	BB
Pearson Correlation	TP	1,000	,395	,269
	MTP	,395	1,000	,433
	BB	,269	,433	1,000
Sig. (1-tailed)	TP	.	,000	,000
	MTP	,000	.	,000
	BB	,000	,000	.
N	TP	150	150	150
	MTP	150	150	150
	BB	150	150	150

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	BB, MTP ^b	.	Enter

a. Dependent Variable: TP

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,409 ^a	,167	,156	,44377	1,661

a. Predictors: (Constant), BB, MTP

b. Dependent Variable: TP

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5,824	2	2,912	14,786	,000 ^b
	Residual	28,949	147	,197		
	Total	34,773	149			

a. Dependent Variable: TP

b. Predictors: (Constant), BB, MTP

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95,0% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error				Beta	Lower Bound	Upper Bound	Tolerance
1	(Constant)	2,488	,333		7,476	,000	1,830	3,146		
	MTP	,306	,075	,342	4,101	,000	,158	,453	,812	1,231
	BB	,098	,068	,121	1,444	,151	-,036	,233	,812	1,231

a. Dependent Variable: TP

Coefficient Correlations^a

Model			BB	MTP
1	Correlations	BB	1,000	-,433
		MTP	-,433	1,000
	Covariances	BB	,005	-,002
		MTP	-,002	,006

a. Dependent Variable: TP

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	MTP	BB
1	1	2,982	1,000	,00	,00	,00
	2	,010	17,298	,15	,25	,99
	3	,008	19,888	,85	,74	,01

a. Dependent Variable: TP

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,7009	4,5095	4,2465	,19770	150
Residual	-1,10519	,89481	,00000	,44078	150
Std. Predicted Value	-2,759	1,330	,000	1,000	150
Std. Residual	-2,490	2,016	,000	,993	150

a. Dependent Variable: TP