

## ABSTRACT

### **THE EFFECT OF LOCUS OF CONTROL, LEARNING GOAL ORIENTATION, AND WORKING ENVIRONMENT ON SELF-EFFICACY AND TRANSFER OF TRAINING AMONG THE EMPLOYEES OF PT TELKOM KANDATEL EAST SURABAYA**

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The objective of this study was to test the effect of locus of control, learning goal orientation, and work environment characteristics on self-efficacy and transfer of training. Data used in this study were obtained from the employees of PT Telkom, East Surabaya Area, who participated in training during the year 2002. Samples consisted of 104 individuals.

Results revealed that the effect of the variable of locus of control on transfer of training was not significant, and so were the effect of learning goal orientation and work environment characteristics. Additionally, self-efficacy also had significant effect on transfer of training. This study found that locus of control, learning goal orientation, and work environment characteristics through self-efficacy had effect on transfer of training.

Model suitability test using AMOS 4.01 revealed Chi square, probability significance, GFI, RMSEA, AGFI, CMIN/DF, TLI, and CFI, that indicated reliable suitability between model and data. Results of hypothesis testing revealed that the variables of locus of control and learning goal orientation had significant effect on self-efficacy, while the variable of work environment characteristics had no effect.

The effect of the variables of locus of control, learning objective orientation, and work environment characteristics had no significant effect on transfer of training. However, self-efficacy was found to have significant effect on transfer of training. This study revealed that locus of control, learning goal orientation, and work environment characteristics through self-efficacy had effect on training of transfer.

**Keywords:** *locus of control, learning goal orientation, work environment characteristics, self-efficacy, and transfer of training*