

ABSTRACT

The accomplishment of trainees transferring the knowledge and skill developed during training in their job was an important factor to measure the successfulness of training. The objective of research was to examine how the training input, trainee characteristics, training design, and work environment were important factor in determining the success of trainee learning during the training. Furthermore, the result showed that the trainee characteristics, training design, and work environment were the most significant factor in influencing trainee applying their knowledge and skill gained at training to their job (generalization). The sample to used this research was 32 respondent with the methods sampling was stratified random sample. Authors test the significant of the relationship between training input, learning and generalization. The results suggest that training input which consists of trainee characteristics, training design and work environment variable had a significant effect to learning, and than the result of learning, trainee characteristics and work environment variable had a significant effect to generalization.

Key Words: Training input; trainee characteristics, training design, and work environment; learning and generalization.