

ABSTRACT

“This study was conducted to examine the influence of perceived organizational support (POS) and supervisor support on transfer of training, incorporating motivation to transfer as a mediating variable. The study focuses on PT PLN (Persero) Unit Induk Distribusi Jawa Tengah dan D.I. Yogyakarta as the research location. A quantitative approach was used with a census method involving 104 respondents, all of whom were permanent employees of the unit. The data was processed and analyzed using the Partial Least Squares (PLS) approach. The results of the analysis indicate that Perceived Organizational Support (POS) has a positive and significant effect on transfer of training. Conversely, supervisor support does not have a direct effect on transfer of training. Nevertheless, both POS and supervisor support were proven to contribute positively to motivation to transfer, which subsequently has a positive and significant effect on transfer of training. This finding underscores the importance of motivation to transfer in linking organizational support and supervisor support to the successful transfer of training to the workplace. The practical implication of this finding is the need to improve the quality of organizational support and supervisor involvement at every stage of training, from preparation and implementation to post-training. Employees' motivation to apply training results can be increased by tailoring training materials to unit operational needs, providing an understanding of the relevance of training to safety and performance, providing working conditions that support the application of competencies, and conducting continuous coaching and monitoring by supervisors. With the implementation of these strategies, the training process is expected to not only increase knowledge but also contribute to operational performance and reliability”.

Keyword : *perceived organizational support, supervisor support, motivation to transfer, transfer of training*

