

ABSTRACT

This research aims to know the factors which influence employee performance at BKKBN Jawa Tengah. These factors were transfer of training, self efficacy, and non physical work environment. Effectiveness transfer of training will give effect for employee performance and the purpose of organization can be reached.

Data collection method use in this research is questionnaires dissemination by using purposive sampling method. This population are goverment employee (PNS) and the sample as much as 60 respondent who have working period more than three (3) years and had finished training. This research uses data analysis methods such as validity test, reliability test, classical assumption test, multiple linear regression analysis, coefficient of determination test, F test, and t test.

The results of this study is indicate that transfer of training, self efficacy and non physical work environment affect employee performance of positively and significant. Adjusted R square value of 64,2%. Which means that performance can be explained by the variable transfer of training, self efficacy, and non physical work environment. The remaining 35,8% can be explained by other variables

Keywords : *Transfer of Training, Self Efficacy, Non Physical Work Environment, Employee Performance.*