

DAFTAR PUSTAKA

- Ahmisuhaiti, K., Ahmad, K., & Hassan, R. (2016). Moderating Effect of Training Motivation on the Relationship between Training Framing and Training Effectiveness. *Asian Journal of Technical Vocational Education and Training*, 1(September), 1–9.
- Alariqi, A. A., Najafi, M., Abdulrab, M., Murray, C., & Slimanzai, H. (2019). Factors affecting e-learning effectiveness in a higher learning institution in Afghanistan. *ACM International Conference Proceeding Series*, 176–181. <https://doi.org/10.1145/3369255.3372275>
- Albrahim, F. A. (2020). Online Teaching Skills and Competencies. *Turkish Online Journal of Educational Technology - TOJET*, 19(1), 9–20.
- Alfi Kholisdinuka. (2020). 4 Tantangan Pelatihan Virtual Pekerja di Tengah Pandemi. *DeticFinance*. <https://finance.detik.com/berita-ekonomi-bisnis/d-5119131/4-tantangan-pelatihan-virtual-pekerja-di-tengah-pandemi>
- Almas, M., Machumu, H., & Zhu, C. (2021). Instructors ' Perspectives , Motivational Factors and Competence in the use of an E-Learning System in a Tanzanian University. *International Journal of Education and Development Using ICT*, 17(2), 76–95.
- Anwar, S. (2013). *Metodologi Penelitian Bisnis*. Salemba Empat.
- Arasanmi, C. N., & Ojo, A. O. (2019). Social support, computer self-efficacy, transfer motivation and ERP training transfer. *International Journal of Enterprise Information Systems*, 15(2), 1–14. <https://doi.org/10.4018/IJEIS.2019040101>
- Aziz, S. F. A. (2016). Evaluating training effectiveness using the Malaysian sample: Tracing the mediation effect of training motivation using SEM-AMOS. *International Journal of Economics and Financial Issues*, 6(6Special Issue), 94–100.
- Aziz, S. F. A., & Ahmad, S. (2011). Stimulating training motivation using the right training characteristic. *Industrial and Commercial Training*, 43(1), 53–61. <https://doi.org/10.1108/00197851111098171>
- Beinicke, A., & Bipp, T. (2018). Evaluating Training Outcomes in Corporate E-Learning and Classroom Training. *Vocations and Learning*, 11(3), 501–528. <https://doi.org/10.1007/s12186-018-9201-7>
- Bisbey, T. M., Grossman, R., Panton, K., York, N., Coultas, C. W., & Following, L. W. (2021). *OF EFFECTIVE TRAINING SYSTEMS*.
- Budhianto, B. (2020). Evaluasi Pelaksanaan Pelatihan Kepemimpinan Administrator (PKA) Di Kementerian Pertanian Berdasarkan Level 1 dan

- Level 2 Kirkpatrick's Evaluation Model. *Jurnal AgriWidya*, 1(3), 37–51. <http://repository.pertanian.go.id/bitstream/handle/123456789/10222/Evaluasi%20Pelaksanaan%20Pelatihan%20Kepemimpinan%20Administrator%20di%20Kementerian%20berdasarkan%20level%201%20dan%20level%202%20Kirck%27s%20evaluation%20model.pdf?sequence=1&isAllowed=y>
- Capeda, G., Nitzl, C., Roldan, J. L. (2017). Mediation Analyses in Partial Least Squares Structural Equatiion Modeling: Guidelines and Empirical Excamples. *Springer*, 1–414. <https://doi.org/10.1007/978-3-319-64069-3>
- Cheng, B., Wang, M., Moormann, J., Olaniran, B. A., & Chen, N. S. (2012). The effects of organizational learning environment factors on e-learning acceptance. *Computers and Education*, 58(3), 885–899. <https://doi.org/10.1016/j.compedu.2011.10.014>
- Chin, W. W. (1998). The partial least squares approach to structural equation modelling. In Marcoulides G. A. (Ed.). *Modern Methods for Business Research*, 295(2), 295–336.
- Chopra, G., Madan, P., Jaisingh, P., & Bhaskar, P. (2019). Effectiveness of e-learning portal from students' perspective: A structural equation model (SEM) approach. *Interactive Technology and Smart Education*, 16(2), 94–116. <https://doi.org/10.1108/ITSE-05-2018-0027>
- Ellamil, M., City, S. P., & Ching, D. (2022). *Instructor 's Competencies in Flexible Teaching Modalities Toward Learning Engagement and Satisfaction of College Students International Journal of Arts , Humanities and Social Studies*. January. <https://doi.org/10.5281/zenodo.5594009>
- Febriyarsa, E. B., & Ruslan, S. (2021). the Importance Role of Competency-Based on Training, Motivation and Organizational Culture in Improving the Employee Performance in Education and Research Training Centers and Hr Development At the Ministry of Communication and Informatics. *Dinasti International Journal of Education Management And Social Science*, 2(4), 642–653. <https://doi.org/10.31933/dijemss.v2i4.827>
- Firdoosjahan, N., Ph, D., Yousef, M., & Allaymoun, D. (2020). *The Effect of Training , Motivation and Internal Communication on the Performance of Employees at Jordanian Islamic Banks*. c, 16–23.
- Ghosh, P., Satyawadi, R., Joshi, J. P., Ranjan, R., & Singh, P. (2012). Towards more effective training programmes: A study of trainer attributes. *Industrial and Commercial Training*, 44(4), 194–202. <https://doi.org/10.1108/00197851211231469>
- Ghozali, I & Latan, H. (2012). *Partial Least Squares: Konsep, Teknik dan Aplikasi Menggunakan Program SmartPLS 2.0 M3*. Universitas Diponegoro.
- Ghozali, I. (2014). *Structural Equation Modeling Alternatif dengan Partial Least Square (PLS)* (4th ed.). Universitas Dipenegoro.

- Ghozali, Imam. (2016). *Analisis Multivariate Dengan Program IBM SPSS 23* (8th ed.). Universitas Diponegoro.
- Gulbahar, Y. (2015). *Competencies for e-Instructors : How to Qualify and Guarantee Sustainability*. 6(2), 140–154.
- Hair, J. F. J., Black, W. C., Babin, B. J., & Anderson, R. E. (2010). *Multivariate Data Analysis (7th Edition) by Joseph F. Hair, William C. Black, Barry J. Babin, Rolph E. Anderson (z-lib.org).pdf* (p. 761).
- Heriyanto, S., Bidang, D., Sekolah, M., Ilmu, T., & Banten, E. (2020). *Vol . 16 No . 1 Februari 2020 ISSN : 1693-9549 PENGARUH PELATIHAN TRAINING OF TRAINER (TOT) TERHADAP KOMPETENSI INSTRUKTUR PT . KRAKATAU STEEL CILEGON 85 / P a g e ISSN : 1693-9549 86 / P a g e . 16(1), 85–94.*
- Hodges, C. B. (2004). Designing to motivate: Motivational techniques to incorporate in e-learning experiences. *Journal of Interactive Online Learning*, 2(3), 1–7.
- Hoerunnisa, A., Suryani, N., & Efendi, A. (2019). the Effectiveness of the Use of E-Learning in Multimedia Classes To Improve Vocational Students' Learning Achievement and Motivation. *Kwangsan: Jurnal Teknologi Pendidikan*, 7(2), 123. <https://doi.org/10.31800/jtp.kw.v7n2.p123--137>
- Horton, W. (2011). *E-Learning By Design* (2nd ed.). Wiley. https://www.google.co.id/books/edition/e_Learning_by_Design/3EXIYh-2TXYC?hl=en&gbpv=1&dq=e-learning&printsec=frontcover
- Hughes, A. M., Zajac, S., Woods, A. L., & Salas, E. (2020). The Role of Work Environment in Training Sustainment: A Meta-Analysis. *Human Factors*, 62(1), 166–183. <https://doi.org/10.1177/0018720819845988>
- Ibrahim, H., Zin, M. L. M., & Vengdasamy, P. (2020). The Influence of Individual Characteristics, Training Content and Manager Support on On-the-Job Training Effectiveness. *Journal of Asian Finance, Economics and Business*, 7(11), 499–506. <https://doi.org/10.13106/jafeb.2020.vol7.no11.499>
- Johnson, R. D., & Brown, K. G. (2017). *E-Learning*. 2013.
- Keramati, A., Afshari-Mofrad, M., & Kamrani, A. (2011). The role of readiness factors in E-learning outcomes: An empirical study. *Computers and Education*, 57(3), 1919–1929. <https://doi.org/10.1016/j.compedu.2011.04.005>
- Kodwani, A. D., & Prashar, S. (2019a). Assessing the influencers of sales training effectiveness before and after training: Mediating role of motivation to learn and moderating role of choice. *Benchmarking*, 26(4), 1233–1254. <https://doi.org/10.1108/BIJ-05-2018-0126>
- Kodwani, A. D., & Prashar, S. (2019b). Exploring the influence of pre-training factors on training effectiveness-moderating role of trainees' reaction: a study

- in the public sector in India. *Human Resource Development International*, 22(3), 283–304. <https://doi.org/10.1080/13678868.2019.1596012>
- Liaw, S., & Chen, G. (2007). Surveying instructor and learner attitudes toward e-learning. 49, 1066–1080. <https://doi.org/10.1016/j.compedu.2006.01.001>
- Lim, H., Lee, S. G., & Nam, K. (2007). Validating E-learning factors affecting training effectiveness. *International Journal of Information Management*, 27(1), 22–35. <https://doi.org/10.1016/j.ijinfomgt.2006.08.002>
- Lusia Kus Anna. (2020). Jenis Pelatihan Online yang Paling Diminati Selama Pandemi. *Kompas.Com*. <https://lifestyle.kompas.com/read/2020/06/09/174516520/jenis-pelatihan-online-yang-paling-diminati-selama-pandemi?page=all>
- Martin, F., Budhrani, K., Kumar, S., & Ritzhaupt, A. (2019). Award-winning faculty online teaching practices: Roles and competencies. *Online Learning Journal*, 23(1), 184–205. <https://doi.org/10.24059/olj.v23i1.1329>
- Miles, J. (2014). R Squared, Adjusted R Squared. *Wiley StatsRef: Statistics Reference Online*, 2, 2–4. <https://doi.org/10.1002/9781118445112.stat06627>
- Monica Trakru, T. K. J. (2019). IRJET- E-Learning Effectiveness in Higher Education E-Learning Effectiveness in Higher Education. 06.
- Niati, D. R., Siregar, Z. M. E., & Prayoga, Y. (2021). The Effect of Training on Work Performance and Career Development: The Role of Motivation as Intervening Variable. *Budapest International Research and Critics Institute (BIRCI-Journal): Humanities and Social Sciences*, 4(2), 2385–2393. <https://doi.org/10.33258/birci.v4i2.1940>
- Noe, R. A. (2008). *Employee Training & Development* (4th ed.). McGraw-Hill/Irwin, a business unit of The McGraw-Hill Companies, Inc.
- Noesgaard, S. S., & Ørnsgreen, R. (2015). The effectiveness of e-learning: An explorative and integrative review of the definitions, methodologies and factors that promote e-Learning effectiveness. *Electronic Journal of E-Learning*, 13(4), 278–290.
- Ormrod, J. E. (2009). *Human Learning* (S. N. Kenoyer (ed.); 5th ed.). Jeffery W Johnston.
- Prestiadi, D. (2020). Effectiveness of e-learning implementation as a distance learning strategy during coronavirus disease (covid-19) pandemic. *Proceeding International Webinar on Education 2020*, 5, 47–53. <http://journal.um-surabaya.ac.id/index.php/Pro/article/view/5950>
- Rahman, M. A., Amarullah, R., & Hidayah, K. (2020). Evaluasi Penerapan Model Pembelajaran E-Learning pada Pelatihan Dasar Calon Pegawai Negeri Sipil. *Jurnal Borneo Administrator*, 16(1), 101–116. <https://doi.org/10.24258/jba.v16i1.656>

- Rey-Becerra, E., Barrero, L. H., Ellegast, R., & Kluge, A. (2021). The effectiveness of virtual safety training in work at heights: A literature review. *Applied Ergonomics*, 94(February), 103419. <https://doi.org/10.1016/j.apergo.2021.103419>
- Rich Korb. (2012). *Motivating Defiant & Disruptive Students To Learn* (Corwin (ed.)). A Sage Company.
- Saad, S., & Yamin, F. M. (2021). *An Emerging of E-learning and Continuance Satisfaction in Higher Education : A Review*. 2(1), 61–67.
- Sari, P. N., Studi, P., Manajemen, M., Pascasarjana, S., & Surakarta, U. M. (2017). *Analisis faktor-faktor yang mempengaruhi keberhasilan*.
- Setyaningsih, I., Darusalam, I., Industri, J. T., Diklat, B., & Yogyakarta, I. (2020). *Peran Efikasi Diri dan Motivasi Pelatihan Karyawan Terhadap Motivasi Transfer Pelatihan*. 249–254.
- Siswanto, Y., Sutarto, J., & Mulyono, S. E. (2018). E-training based on Determination of Education and Training Models of Early Childhood Teachers Education Programs. *Journal of Nonformal Education*, 4(2), 107–118. <https://doi.org/10.15294/jne.v4i2.15517>
- Sitzmann, T., Brown, K. G., Casper, W. J., Ely, K., & Zimmerman, R. D. (2008). A Review and Meta-Analysis of the Nomological Network of Trainee Reactions. *Journal of Applied Psychology*, 93(2), 280–295. <https://doi.org/10.1037/0021-9010.93.2.280>
- Smith, T. (2005). Fifty-one competencies for online instruction. *The Journal of Educators Online*. <http://www.savie.qc.ca/CampusVirtuel/Upload/Fichiers/fifty-one%20competencies.pdf>
- Sugiono. (2012). *Metode Penelitian Bisnis*. CV. Alfabeta.
- Sugiono. (2017). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif dan R & D*. CV. Alfabeta.
- Tafvelin, S., & Stenling, A. (2021). A Self-Determination Theory Perspective on Transfer of Leadership Training: The Role of Leader Motivation. *Journal of Leadership and Organizational Studies*, 28(1), 60–75. <https://doi.org/10.1177/1548051820962504>
- Tai, W. T. (2006). Effects of training framing, general self-efficacy and training motivation on trainees' training effectiveness. *Personnel Review*, 35(1), 51–65. <https://doi.org/10.1108/00483480610636786>
- Towler, A., & Dipboye, R. L. (2006). Effects of trainer reputation and trainees' need for cognition on training outcomes. *Journal of Psychology: Interdisciplinary and Applied*, 140(6), 549–564. <https://doi.org/10.3200/JRLP.140.6.549-564>

Uma Sekaran, R. B. (2017). *Metode Penelitian Untuk Bisnis* (6th ed.). Salemba Empat.

Vinzi, V. E., Trinchera, L., & Amato, S. (2010). Handbook of Partial Least Squares. In *Handbook of Partial Least Squares* (Issue January). <https://doi.org/10.1007/978-3-540-32827-8>

Wang, Yang, Wang, Y., Stein, D., Liu, Q., & Chen, W. (2019). Examining Chinese beginning online instructors' competencies in teaching online based on the Activity theory. *Journal of Computers in Education*, 6(3), 363–384. <https://doi.org/10.1007/s40692-019-00140-w>

Wang, Yixi, Wang, Y., Stein, D., Liu, Q., & Chen, W. (2021). The structure of Chinese beginning online instructors' competencies: evidence from Bayesian factor analysis. *Journal of Computers in Education*, 8(3), 411–440. <https://doi.org/10.1007/s40692-021-00186-9>