

DAFTAR KEPUSTAKAAN

- Admin., 2023. *Mengukur Keberhasilan Training & Development*. [Online]
Available at: <https://www.hrd-forum.com/mengukur-keberhasilan-training-development/>
- Alam, H. V., 2010. Strategi Pengembangan Manajemen Sumber Daya Manusia dalam Mendukung Program Agropolitan di Provinsi Gorontalo. *Jurnal Inovasi, Volume 7 No. 3; ISSN 1693-9034*.
- Atkinson, R. C. & Shiffrin, R. M., 1968. Human Memory: A Proposed System and Its Control Process; In Spence, K. W., & Spence, J. T. (Eds), *The Psychology of Learning and Motivation: Advances in Research and Theory (Vol.2)*. *Academic Press*, pp. 89-195.
- Baldwin, T. T. & Ford, J. K., 1988. Transfer of Training: A Review and Directions for Future Research. *Personnel Psychology*, pp. 63-105.
- Baldwin, T. T. & Ford, J. K., 1988. Transfer of Training: A Review and Directions of Future Research. *Personnel Psychology*.
- Baldwin, T. T., Ford, J. K. & Blume, B. D., 2017. The State of Transfer of Training Research: Moving Toward More Consumer-centric Inquiry. *Human Resource Development Quarterly*.
- Bater & Jordan, 2019. *Encyclopedia of Personality and Individual Differences*. s.l.:Springer.
- Bell, S., 2010. Project-based Learning for the 21st Century: Skills for the Future. The Clearing House. *A Journal of Educational Strategies, Issues and Ideas* , pp. 39-42.
- BKN, 2023. *Badan Kepegawaian Negara, Nomor 3 Tahun 2023*. [Online]
Available at: <https://www.bkn.go.id/unggahan/2023/07/Peraturan-BKN-Nomor-3-Tahun-2023-tentang-AK-Kenaikan-Pangkat-Jenjang-JF.pdf>

- BKN, n.d. *Undang-Undang No. 13 Tahun 2003 Pasal 1 Ayat 8*. [Online]
Available at: <https://peraturan.bpk.go.id>
- Blair, C. & Raver, C. C., 2021. Poverty, Stress, and Brain Development: New Directions of Prevention and Intervention. *Development Psychology*.
- Blanchard, P. N. & Thacker, J. W., 2013. *Effective Training: Systems, Strategies, and Practices*. s.l.:Pearson .
- Bligh, D. A., 1998. *What's the Use of Lectures? Jossey-Bass Higher and Adult Education Series*. s.l.:Intellect.
- Braun, W. M., 2020. *Understanding Behaviorism: Behavior, Culture, and Evolution (3rd Ed.)*. s.l.:Wiley-Blackwell.
- Broadbent, D. E., 1958. Perception and Communication. *Pergamon Press*.
- Bronfenbrenner , U., 1979. The Ecology of Human Development: Experiments by Nature and Design. *Harvard University Press*.
- Brookfield, S. D. & Preskill, S., 2012. *Discussion as a Way of Teaching: Tools and Techniques for Democratic Classrooms*. s.l.:John Wiley & Sons.
- Brooks, D. D., 2011. Space Matters: The Impact of Formal Learning Environments on Student Learning. *British Journal of Educational Technology*, pp. 719-726.
- Castro-Alonso, J. C., de Koning, B. B., Fiorella, L. & Paas, F., 2021. Five Strategies for Optimizing Instructional Materials: Instructor-and Learner-Managed Cognitive Load. *SpringerNature*.
- Cerasoli, C. P., Alliger, G. M., Donsbach, J. S. & Mathieu, J. E., 2018. Antecedents and Outcomes of Informal Learning Behaviours: a Meta-Analysis. *Journal of Business and Psychology*.
- Chen, Y. & Wu, P., 2020. Effects on Sustained Attention and Video Lecture Types on Learning Performances. *Educational Technology Research and Development*.

- Chowhan, J., 2016. Unpacking the Black Box: Understanding the Relationship Between Strategy, HRM Practices, Innovation and Organizational Performance. *Human Resource Management Journal*.
- Christensen, C. R. & Garvin, D. A., 1991. Education for Judgement: The Artistry of Discussion Leadership. *Harvard Business Review Press*.
- Cuevas, J., 2020. Is Learning Styles-based Instruction Effective? A Comprehensive Analysis of Recent Research. *Journal of Education Psychology*.
- Dahri, N. A. et al., 2024. Investigating Factors Affecting Teachers' Training Through Mobile Learning: Task Technology Fit Perspective. *SpringerNature*.
- Davies, F., Zhang, Y., Barrett, L. & Barrett, P., 2019. The Impact of Classroom Design on Pupil's Learning: Final Results of a Holistic, Multi-level Analysis. *Building and Environment*.
- Deci, E. L. & Ryan, R. M., 2000. The "What" and "Why" of Goal Pursuits: Human Needs and the Self-determination of Behavior. *Psychological Inquiry*, pp. 227-262.
- Deloitte, 2021. *Tracking the Trends 2021: The Top 10 Issues Transforming the Future of Mining*. [Online]
Available at: <https://www2.deloitte.com/global/en/pages/energy-and-resources/articles/tracking-the-trends.html>
- Dori, Y. J. & Belcher, J., 2005. How Does Technology Enabled Active Learning Affect Undergraduate Students' Understanding of Electromagnetism Concepts?. *Jorunal of the Learning Sciences*, pp. 243-279.
- Erdiansyah, R., 2020. Pengaruh Budaya Organisasi, Lingkungan Kerja, dan Motivasi Kerja Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Intervening. *Jurnal Ilmu Multidisiplin*.

- Eroglu, S. A., Machleit, K. A. & Davis, L. M., 2001. Atmospheric Qualities of Online Retailing: A Conceptual Model and Implications. *Journal of Business Research*.
- Evans, G. W. & Johnson, D., 2000. Stress and Open-office Noise.. *Journal Applied Psychology*, pp. 779-783.
- Fisher, K., 2005. *Research into Identifying Effective Learning Environments: Evaluating in Educational Facilities*. s.l.:OECD/PEB.
- Fleming, N. D. & Mills, C., 1992. Not Another Inventory, Rather a Catalyst for Reflection. *To Improve the Academy*, pp. 137-155.
- Gallup, 2018. *How Employee Engagement Drives Growth*. [Online]
Available at: <https://www.gallup.com/workplace/285674/improve-employee-engagement-workplace.aspx>
- Garavan, T. N. et al., 2020. The Current State of Research on Training Effectiveness. *SpringerNature*.
- Gilbert, T. F., 1978. Human Competence: Engineering Worthy Performance. *McGraw-Hill*.
- GMG, 2020. *Publication of Advancing Employee Engagement in Mining: Insight from the 2019 MECA Symposium*. [Online]
Available at: <https://gmgroup.org/publication-2019-meca-symposium-white-paper/>
- Grabbert, T., Franklin-Hensler, M. & Larrat, T., 2023. *Has Mining Lost its Luster? Why Talent is Moving Somewhere and How to Bring Them Back*. [Online]
Available at: <https://www.mckinsey.com/industries/metals-and-mining/our-insights/has-mining-lost-its-luster-why-talent-is-moving-elsewhere-and-how-to-bring-them-back>
- Grange, J. A. & Houghton, G., 2022. Task Switching and Cognitive Control: A Unified Theoretical Framework. *Cognitive Psychology*.

- Grensing-Pophal, L., 2021. *The Critical Link Between Effective Training and Retention*.
[Online]
Available at: <https://hrdailyadvisor.blr.com/2019/11/18/the-critical-link-between-effective-training-and-retention/>
- Haapakangas, A., Hongisto, V., Varjo, J. & Lahtinen, M., 2019. Benefits of Quiet Workspace in Open-plan Office: Evidence from Two Intervention Studies. *Journal of Environmental Psychology*.
- Hafeez, M., 2021. Impact of Teacher's Training on Interest and Academic Achievements of Students by Multiple Teaching Methods. *Modestum*.
- Hair, J. F., Black, W. C., Babin, B. J. & Anderson, R. E., 2010. *Multivariate Data Analysis 7th Ed.*. s.l.:Pearson.
- Hair, J. F., Hult, G. T. M., Ringle, C. M. & Sarstedt, M., 2017. *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM) (2nd Ed.)*. s.l.:SAGE Publications.
- Harvard Business Review, 2019. *The Importance of Soft Skills in the Workplace*. [Online]
Available at: <https://hbr.org/2019/08/why-soft-skills-matter-and-how-to-improve-them>
- Hattie, J. & Zieres, K., 2019. Visible Learning and the Science of How We Learn. *Routledge*.
- Hedge, A. & James, T., 2015. The Effect of Ergonomic Workstation Design on Short-term Musculoskeletal Discomfort and Productivity in Call Center Workers. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*, pp. 1000-10004.
- Heritage, M., 2020. Formative Assessment in Practice: A Process of Inquiry and Action. *Educational Assessment, Evaluation, and Accountability*.

- Hidayat, H., 2023. *Memahami Model Kirkpatrick sebagai Indikator Keberhasilan Pelatihan Karyawan*. [Online]
Available at: <https://myrobin.id/pojok-hrd/indikator-keberhasilan-pelatihan-karyawan/>
- Holton, E. F., 1996. The Flawed Four-Level Evaluation Model. *Human Resource Development Quarterly*, pp. 5-21.
- International Labour Organization, 1995. *Safety and Health in Mines: Convention No. 176*.
[Online] Available at: https://www.ilo.org/global/standards/subjects-covered-by-international-labour-standards/occupational-safety-and-health/WCMS_067574/lang-en/index.htm
- Irawan , A. P., Erdiansyah, R., Anggarina, P. T. & Patrick, K., 2021. *Factors Affecting the Improvement of Human Resource Competence in Adapting and Facilitating Learning Changes in Higher Education*. s.l.:Atlantis Press.
- Jacoby, J., 2002. Stimulus-organism-response Reconsidered: An Evolutionary Step in Modeling (Consumer) Behavior. *Journal of Consumer Psychology*.
- Jones, K., 1987. *Simulations: A Handbook for Teachers and Trainers*. London: Kogan Page.
- Jorindes, J. et al., 2020. The Mind and Brain of Short-term Memory. *Annual Review of Psychology*.
- Kahneman, D., 1973. Attention and Effort. *Prentice-Hall*.
- Kaplan, S. & Kaplan, R., 1989. The experience of nature: A psychological perspective. *Cambridge University Press*.
- Kirkpatrick, D. L., 1994. *Evaluating Training Programs: The Four Levels*. San Fransisco: Berrett-Koehler.
- Kirkpatrick, D. L. & Kirkpatrick, J. D., 2006. *Evaluating Training Programs: The Four Levels*. s.l.:Berrett-Kohler.

- Kirkpatrick, D. L., 1959. Techniques of Evaluating Training Programs. *Journal of the American Society of Training Directors*.
- Knowles, M. S., 1980. *The Modern Practice of Adult Education: From Pedagogy to Andragogy*. Chicago: Follett.
- Knowles, M. S., 1980. The Modern Practice of Adult Education: From Pedagogy to Andragogy. *Cambridge Books*.
- Knowles, M. S., 1988. Transfer of Training: A Review and Directions for Future Research. *Personnel Psychology*, pp. 63-105.
- Knowles, M. S., Holton, E. F. & Swanson, R. A., 2015. *The Adult Learner: The Definitive Classic in Adult Education and Human Resource Development*. s.l.:Routledge.
- Knowles, M. S., Holton, E. F. & Swanson, R. A., 2020. *The Adult Learner: The Definitive Classic in Adult Education and Human Resource Development (8th Ed.)*. s.l.:Routledge.
- Kolb, D. A., 1984. *Experiential Learning: Experience as the Source of Learning and Development*. s.l.:Prentice Hall.
- Kram, K. E., 1985. *Mentoring at Work: Developmental Relationship in Organizational Life*. Scott: Forsman.
- Lake, K., 2024. L&D Trends in 2024: Shaping Future Workforces and Optimizing Learning as a Business. *Strategy, Alignment and Planning*, 15 February.
- Latham, G. P. & Pinder, C. C., 2019. Work Motivation Theory and Research at the Dawn of the 21st Century. *Annual Review of Psychology*.
- Lim, J. & Dinges, D. F., 2010. A Meta-analysis of the Impact of Short-term Sleep Deprivation on Cognitive Variables.. *Psychological Bulletin*, pp. 375-389.

- Lisnawati, E. & A., 2023. *Efekticitas Pelatihan dan Motivasi Kerja Dalam Meningkatkan Kinerja Karyawan*. [Online]
Available at: <https://journal.umpo.ac.id/index.php/ASSET/article/view/8182>
- Lund, E., Pekkari, A., Johansson, J. & Loow, J., 2024. Mining 4.0 and its Effects on Work Environment, Competence, Organisation and Society-A Scoping Review. *SpringerNature*.
- Mahmud, K. T., Wahid, I. S. & Arif, I., 2019. The Impact of Training Needs Assessment on the Performance of Employees: Evidence from Bangladesh.
- McKinsey & Company, 2021. *Building Leadership Skills in Heavy Industry*. [Online]
Available at: <https://www.mckinsey.com/business-functions/operations/our-insights/building-leadership-capabilities-in-the-mining-sector>
- McLeod, S., 2019. Experiential Learning Theory: An Overview of Kolb's Learning Styles. *Simply Psychology*.
- McVay, J. C. & Kane, M. J., 2012. Conducting Attention: Does Dping a Task While Keeping Track of Time Increase Mind Wandering?. *Psychological Science*, pp. 268-272.
- Mehrabian, A. & Russell, J. A., 1974. An Approach to Environmental Psychology. *MIT Press*.
- Merril, M. D., 2002. First Principles of Instruction. *Educational Technology Research and Development*, pp. 43-59.
- Musrina, M., 2019. The Implication of Strategy Improving Employees' Training Compensation, Motivation and Organizational Commitment as Predictors of Work Performance in Private Commercial Banks in Indonesia. *International Journal of Business Performance Management* .
- Noe, R. A., 2013. *Employee Training and Development*. New York: McGraw-Hill.

- Ogbonnaya, C. & Aryee, S., 2021. HRM Practices, Employee Well-Being, and Organizational Performance. *SpringerNature*.
- Peck, D., 2024. *Employee Training Statistics, Trends, and Data in 2024*. [Online] Available at: <https://www.devlinpeck.com/content/employee-training-statistics>
- Peretz, H., 2024. Sustainable Human Resource Management and Employees' Performance: The Impact of National Culture. *Sustainability*.
- Posner, M. I. & Rothbart, M. K., 2007. Educationing the Human Brain. *American Psychological Association*.
- Ragins, B. P. & Kram, K. E., 2020. *The Handbook of Mentoring at Work: Theory, Research, and Practice (2nd Ed.)*. s.l.:SAGE Publications.
- Rockwood, K., 2022. *How Learning and Development Can Attract and Retain Talent*. [Online] Available at: <https://www.shrm.org/topics-tools/news/all-things-work/how-learning-development-can-attract-and-retain-talent>
- Rubinstein, J., Meyer, D. E. & Evans, J. E., 2001. Executive Control of Cognitive Processes in Task Switching. *Journal of Experimental Psychology: Human Perception and Performance*, pp. 763-797.
- Ryan, R. M. & Deci, E. L., 2019. Brick by Brick: The Origins, Development, and Future of Self-Determination Theory. *Advances in Motivation Science*.
- Sadler, D. R., 1989. Formative Assessment and the Design of Instructional Systems. *Instructional Science*, pp. 119-144.
- Saks, A. M. & Burke, L. A., 2012. An Investigation into the Relationship Between Training. *International Journal of Training and Development*, pp. 11-127.

- Salas, E., Tannenbaum, S. I., Kraiger, K. & Smith-Jentsch, K. A., 2012. The Science of Training and Development in Organizations: What Matters in Practice. *Psychological Science in the Public Interest* , pp. 74-101.
- Schmidt, A. & Engbert, R., 2021. Mechanism of Attention in Decision-making: From Sensory Inputs to Behavioral Outcome. *Journal of Cognitive Neuroscience*.
- Shi, Y. et al., 2024. The Impacts of Instructor's Visual Attention and Lecture Type on Students' Learning Performance and Perceptions. *SpringerNature*.
- Skinner, B. F., 1953. *Science and Human Behavior*. New York: Macmillan.
- Smallwood, J. & Schooler, J. W., 2006. The Restless Mind. *Psychological Bulletin* .
- Smith, K. A. & Cavanaugh, K., 2020. Teaching Strategies for Developing Critical Thinking and Judgment in the Classroom: Discussion-based Leadership and Active Learning. *Journal of Education Methods*.
- Sottolare, R. A., Graesser, A., Hu, X. & Glodberg, B., 2021. Interactive Lectures on the Future of Learning: Advance in Digital Education Technology. *Frontiers in Education*.
- Spencer, L. M. & Spencer, S. M., 1993. Competence at Work: Models for Superior Performance. *Wiley*.
- Steele, J. P. & Johnson, M., 2019. Beyond the Kirkpatrick Model: Evaluating the Effectiveness of Leadership Training Programs with Evidence-based Practices. *Journal of Leadership and Organizational Studies* .
- Sugiyono, 2019. *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. s.l.:Alfabeta.
- Training Industry, 2020. *The Importance of Technical Training*. [Online] Available at: <https://trainingindustry.com/articles/workforce-development/the-importance-of-technical-training/>

- Valiente, C., Swanson, J. & Lemery-Chalfant, K., 2017. Attention and Academic Performance: From Early Childhood to Adolescence. *Journal of Education Psychology*.
- Valtonen, T., Dillon, P., Hacklin, S. & Valsanen, P., 2011. Net Generation at Social Software: Challenging Assumptions, Clarifying Relationships and Raising Implications for Learning. *International Journey of Educational Research* , pp. 290-301.
- Vroom, V. H., 1964. *Work and Motivation*. New York: Willey.
- Wargocki, P. & Wyon, D. P., 2013. Providing Better Thermal and Air Quality Conditions in School Classrooms Would be Cost-effective. *Building and Environment*, pp. 581-589.
- Weinstein, C. S., 1979. The Physical Environment of the School: A Review of the Research. *Review of Educational Research*, pp. 577-619.
- Wilson, K. & Kom, J. H., 2007. Attention During Lectures: Beyond Ten Minutes. *Teaching of Psychology*, pp. 85-89.
- Winterbottom, M. & Wilkins, A., 2009. Lighting and Discomfort in the Classroom. *Journal of Environmental Psychology*, pp. 63-75.
- Zeiden, F. et al., 2010. Mindfulness Meditation Improves Cognition: Evidence of Brief Mental Training. *Consciousness and Cognition*, pp. 597-605.
- Zhang , M. & Calvo, R. A., 2021. The Influence of Mind-wandering and Affective States on Cognitive Control. *Cognition and Emotion*.
- Zhang, J. & Chen, Z., 2023. Exploring Human Resource Management Digital Transformation in the Digital Age. *PubMed Central*.
- Zhang, Y. et al., 2023. Comparing Technologies in Teaching Training: A Study on the Impact of Cognitive Load and 360-degree Videos on Pre-service Teachers' Observations. *SpringerNature*.

Zhou, L., Li, F., Wu, S. & Zhou, M., 2020. "Internet Plus" Education: A New Type of Education Mode Based on the Smart Learning Environment. *Computer and Education*.

ZXulaika, L., 2023. *4 Cara Organisasi Mengukur Efektivitas Program Pelatihan dan Pengembangan Karyawan*. [Online]

Available at: <https://readmore.id/cara-organisasi-mengukur-efektivitas-program-pelatihan-dan-pengembangan-karyawan/>