

**PENGARUH *TRAINING* TERHADAP *TASK PERFORMANCE*
MELALUI *GRIT* DAN *DECISION MAKING* SEBAGAI VARIABEL MEDIASI**



Intelligentia - Dignitas

**DJAKA ADIWINATA
9917922010**

Disertasi yang Ditulis untuk Memenuhi Sebagai Persyaratan
Untuk Memperoleh Gelar Doktor

**SEKOLAH PASCASARJANA
UNIVERSITAS NEGERI JAKARTA**

2026

ABSTRAK

Kinerja dosen dalam melaksanakan Tridharma Perguruan Tinggi masih menghadapi berbagai tantangan, antara lain efektivitas training yang belum optimal dalam meningkatkan komitmen dosen, rendahnya konsistensi dalam mencapai tujuan jangka panjang (*grit*), serta perlunya peningkatan kualitas *decision making*. Kondisi tersebut berpotensi memengaruhi *task performance* dosen. Penelitian ini bertujuan menganalisis pengaruh *training* dan *grit* terhadap *task performance* melalui *decision making* sebagai variabel mediasi pada dosen perguruan tinggi swasta di wilayah Serang, Banten.

Penelitian menggunakan pendekatan kuantitatif dengan metode *Structural Equation Modeling-Partial Least Squares (SEM-PLS)*. Populasi penelitian berjumlah 755 dosen tetap perguruan tinggi swasta, dengan sampel sebanyak 254 responden yang ditentukan menggunakan teori Krejcie dan Morgan.

Hasil penelitian menunjukkan bahwa *training* dan *grit* berpengaruh positif dan signifikan terhadap *task performance* dan *decision making*. *Decision making* juga berpengaruh positif dan signifikan terhadap *task performance* serta memediasi pengaruh *training* dan *grit* terhadap *task performance*. Dari sembilan hipotesis yang diuji, tujuh hipotesis diterima dan dua hipotesis ditolak, yaitu pengaruh *training* terhadap *grit* dan pengaruh *training* (TR) terhadap *task performance* (TP) melalui *Grit* (G).

Penelitian ini memberikan kontribusi teoretis dalam pengembangan model hubungan *training*, *grit*, *decision making*, dan *task performance* pada konteks pendidikan tinggi, serta menjadi dasar bagi perguruan tinggi dalam merancang kebijakan pengembangan dosen untuk meningkatkan kinerja Tridharma.

Kata kunci: *Training, Grit, Decision Making, Task Performance, Dosen, Perguruan Tinggi Swasta.*

ABSTRACT

Lecturers' performance in implementing the Tri Dharma of Higher Education still faces various challenges, including the suboptimal effectiveness of training in increasing lecturer commitment, low consistency in achieving long-term goals (grit), and the need to improve decision-making. These conditions have the potential to impact lecturer task performance. This study aims to analyze the effect of training and grit on task performance through decision-making as a mediating variable among lecturers at private universities in Serang, Banten.

The study used a quantitative approach using the Structural Equation Modeling-Partial Least Squares (SEM-PLS) method. The study population was 755 permanent lecturers at private universities, with a sample of 254 respondents determined using the Krejcie and Morgan theory.

The results showed that training and grit had a positive and significant effect on task performance and decision-making. Decision-making also had a positive and significant effect on task performance and mediated the effect of training and grit on task performance. Of the nine hypotheses tested, seven were accepted and two were rejected: the effect of training on grit and the effect of training (TR) on task performance (TP) through Grit (G).

This research provides a theoretical contribution in developing a model of the relationship between training, grit, decision making, and task performance in the context of higher education, and becomes a basis for universities in designing lecturer development policies to improve Tridharma performance.

Keywords: Training, Grit, Decision-Making, Task Performance, Lecturers, Private Universities.

**PERSETUJUAN PANITIA UJIAN
DIPERSYARATKAN UNTUK UJIAN TERBUKA PROMOSI DOKTOR**

Promotor



Prof. Dr. Dewi Susita, M.Si.

Tanggal: 10 Juli 2026

Kopromotor



Prof. Dr. Umi Widyastuti, S.E., M.E.

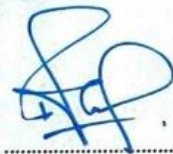
Tanggal: 10 Juli 2026

NAMA

TANDA TANGAN

TANGGAL

Prof. Dr. Dedi Purwana, E.S., M.Bus.
(Ketua)



14 Juli 2026

Prof. Dr. Umi Widyastuti, S.E., M.E.
(Sekretaris)



10 Juli 2026

Nama : Djaka Adiwinata

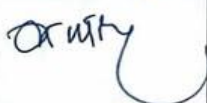
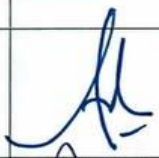
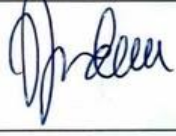
NIM : 9917922010

Program Studi : S3 Ilmu Manajemen

Judul : Pengaruh *Training* Terhadap *Task Performance*
Melalui *Grit* dan *Decision Making* Sebagai Variabel Mediasi

**BUKTI PERSETUJUAN HASIL PERBAIKAN DISERTASI
UJIAN TERTUTUP**

Nama : Djaka Adiwinata
NIM : 9917922010
Program Studi : S3 Ilmu Manajemen

No.	Nama Dosen	Tanda Tangan	Tanggal
1.	Prof. Dr. Dedi Purwana, E.S., M.Bus. (Ketua)		14/07/2024
2.	Prof. Dr. Umi Widyastuti, S.E., M.E. (Sekretaris dan Kopromotor)		08/07/2024
3.	Prof. Dr. Dewi Susita, M.Si. (Promotor)		10/07/2024
4.	Prof. Dr. Ari Saptono, S.E., M.Pd. (Penguji)		08/07/2024
5.	Prof. Agung Dharmawan Buchdadi, M.M., Ph.D. (Penguji)		08/07/2024
6.	Dr. Agung Wahyu Handaru, S.T., M.M. (Penguji)		13/07/2024
7.	Prof. Dr. S. Pantja Djati, M.Si., M.A. (Penguji Luar)		08/07/2024

SURAT PENYATAAN ORISINALITAS KARYA ILMIAH

Saya yang bertanda tangan di bawah ini:

Nama : Djaka Adiwinata
NIM : 9917922010
Tempat/Tanggal Lahir : Serang, 08 Desember 1991
Jenjang : Doktor
Program Studi : Ilmu Manajemen

Dengan ini menyatakan bahwa disertasi dengan judul “**Pengaruh *Training* Terhadap *Task Performance* Melalui *Grit* dan *Decision Making* Sebagai Variabel Mediasi**” merupakan karya sendiri, tidak mengandung unsur plagiat dan semua sumber baik yang dikutip maupun dirujuk telah saya nyatakan dengan benar.

Demikian surat pernyataan ini saya buat dalam keadaan sadar dan tanpa ada unsur paksaan dari siapapun. Apabila di kemudian hari terdapat penyimpangan dan ketidak benaran dalam pernyataan ini, maka saya bersedia menerima sanksi akademik sesuai dengan peraturan yang berlaku di sekolah pascasarjana Universitas Negeri Jakarta.

Jakarta, 27 Juli 2026
Yang membuat pernyataan,



Djaka Adiwinata



PERPUSTAKAAN DAN KEARSIPAN

Jalan Rawamangun Muka Jakarta 13220

Telepon/Faksimili: 021-4894221

Laman: lib.unj.ac.id

**LEMBAR PERNYATAAN PERSETUJUAN PUBLIKASI
KARYA ILMIAH UNTUK KEPENTINGAN AKADEMIS**

Sebagai sivitas akademika Universitas Negeri Jakarta, yang bertanda tangan di bawah ini,

saya: Nama : Djaka Adiwinata
NIM : 9917922010
Fakultas/Prodi : Sekolah Pascasarjana / Doktor Ilmu Manajemen
Alamat email : djaka.adiwinata@gmail.com

Demi pengembangan ilmu pengetahuan, menyetujui untuk memberikan kepada Perpustakaan dan Kearsipan Universitas Negeri Jakarta, Hak Bebas Royalti Non-Eksklusif atas karya ilmiah:

☐ Skripsi ☐ Tesis ☒ Disertasi ☐ Lain-lain (...)
yang berjudul :

Pengaruh Training Terhadap Task Performance Melalui Grit dan Decision Making Sebagai Variabel Mediasi

Dengan Hak Bebas Royalti Non-Eksklusif ini Perpustakaan dan Kearsipan Universitas Negeri Jakarta berhak menyimpan, mengalihmediakan, mengelolanya dalam bentuk pangkalan data (*database*), mendistribusikannya, dan menampilkan/mempublikasikannya di internet atau media lain secara **fulltext** untuk kepentingan akademis tanpa perlu meminta ijin dari saya selama tetap mencantumkan nama saya sebagai penulis/pencipta dan atau penerbit yang bersangkutan.

Saya bersedia untuk menanggung secara pribadi, tanpa melibatkan pihak Perpustakaan Universitas Negeri Jakarta, segala bentuk tuntutan hukum yang timbul atas pelanggaran Hak Cipta dalam karya ilmiah saya ini.

Demikian pernyataan ini saya buat dengan sebenarnya.

Jakarta. 27 Juli 2026

Penulis

Djaka Adiwinata

KATA PENGANTAR

Puji syukur kepada Allah SWT atas segala rahmat, karunia, dan hidayah-Nya, sehingga penulis dapat menyelesaikan disertasi berjudul “Pengaruh *Training* Dan *Grit* Terhadap *Task Performance* Melalui *Decision Making* Sebagai Variabel Mediasi”. Disertasi ini disusun sebagai salah satu persyaratan untuk meraih gelar doktor di Universitas Negeri Jakarta.

Penelitian ini bertujuan untuk mengkaji pengaruh *training*, *grit*, *decision making*, terhadap *task performance* dosen perguruan tinggi swasta di Serang. Hasil penelitian ini diharapkan dapat memberikan kontribusi nyata bagi pengembangan kebijakan institusi pendidikan, khususnya dalam peningkatan kinerja dosen perguruan tinggi swasta.

Penulis menyadari bahwa disertasi ini masih memiliki keterbatasan. Oleh karena itu, penulis mengharapkan masukan dan saran yang membangun untuk perbaikan penelitian selanjutnya. Semoga disertasi ini dapat memberikan manfaat bagi perkembangan ilmu pengetahuan, dunia akademik, dan lembaga yang bergerak di bidang manajemen sumber daya manusia. Akhirnya, penulis panjatkan doa semoga Allah SWT senantiasa melimpahkan rahmat dan hidayah-Nya kepada semua pihak yang telah memberikan dukungan dan kontribusinya dalam proses penyusunan disertasi ini.

Serang, 7 Juli 2026



Djaka Adiwinata

ACKNOWLEDGMENT

Alhamdulillah Rabbil 'Alamin, the author expresses his deepest gratitude to Allah Subhanahu Wa Ta'ala for the blessings, guidance, and health that have made it possible to complete this dissertation. This work fulfills the final requirements for a Doctorate in Human Resource Management at Jakarta State University.

During the process of writing this dissertation, I have received tremendous motivation, support, and guidance from various parties. I would like to express my deepest gratitude to:

1. **Prof. Dr. Komarudin, M.Si.**, Rector of Universitas Negeri Jakarta, for the leadership and support.
2. **Andiko Nugraha Kusuma, M.KM., Ph.D.**, Rector of Universitas Faletahan, for his support in continuing my doctoral studies.
3. **Prof. Dr. Dedi Purwana, M.Bus.**, Director of the Postgraduate Program at Universitas Negeri Jakarta, for his dedication to academic excellence.
4. **Prof. Dr. Umi Widyastuti, S.E., M.E.**, Coordinator of the Doctoral Program in Management and my co-supervisor, for her guidance and encouragement.
5. **Prof. Dr. Dewi Susita, M.Si.**, my primary supervisor, for her invaluable advice, insight, and support throughout the research process.
6. **Prof. Dr. Ari Saptono, S.E., M.Pd.**, **Prof. Dr. Agung Dharmawan Buchdadi, M.M., Ph.D.**, and **Dr. Agung Wahyu Handaru, S.T., M.M.**, the internal reviewers, **Prof. Dr. S. Pantja Djati, M.Si., M.A.** the external reviewers for their critical input and valuable suggestions that greatly improved this work.
7. The Center for Financing and Assessment of Higher Education, Ministry of Higher Education, Science, and Technology, for their support and facilitation through the Domestic Doctoral Scholarship Program. This funding was instrumental in facilitating the smooth academic process and the author's successful completion of his doctoral studies and the preparation of this dissertation.
8. All individuals and institutions who have contributed to this research, which

I cannot mention one by one.

9. Students of the Human Resource Management Study Program at Jakarta State University, all postgraduate lecturers, especially those in the Human Resource Management Study Program, and all parties who have provided assistance during the research process.
10. Finally, I would like to express my deepest gratitude to my beloved family, especially my parents, Ibu Widiarsih and Ayah Mawan, for their endless love, patience, and support throughout this academic journey.



DAFTAR ISI

DJAKA ADIWINATA 9917922010	1
PERSETUJUAN PANITIA UJIAN.....	Error! Bookmark not defined.
DIPERSYARATKAN UNTUK UJIAN TERBUKA PROMOSI DOKTOR.....	Error! Bookmark not defined.
BUKTI PERSETUJUAN HASIL PERBAIKAN DISERTASI UJIAN TERTUTUP	Error! Bookmark not defined.
ABSTRAK	2
ABSTRACT.....	3
KATA PENGANTAR.....	8
ACKNOWLEDGMENT	9
DAFTAR ISI	11
DAFTAR TABEL	18
Tabel 4. 6 Uji Reliabilitas Instrumen 93	18
DAFTAR GAMBAR	19
Gambar 1. 1 Jumlah Dosen Berdasarkan Jenjang Tertinggi 5.....	19
Gambar 1. 2 Jumlah Dosen Berdasarkan Jabatan Akademik 6.....	19
Gambar 1. 3 Jumlah Dosen Berdasarkan Jabatan Akademik di Banten 6.....	19
Gambar 1. 4 Hasil Analisis Bibliometeric 11	19
Gambar 2. 1 Integrative Model of Organizational Behavior 13	19
Gambar 2. 2 Pengelompokan Perilaku dalam Organisasi 14.....	19
Gambar 2. 3 Indikator Task Performance 18	19
Gambar 2. 4 Rational Choise Process 26.....	19
Gambar 2. 5 Model Penelitian 71	19
Gambar 4. 1 Konstruk CFA Variabel Task Performance 88	19
Gambar 4. 3 Konstruk CFA Variabel Grit 91.....	19
Gambar 4. 5 Konstruk SEM-PLS dengan Nilai Path Coefficient 115	19
1.1 Latar Belakang.....	Error! Bookmark not defined.
BAB I	Error! Bookmark not defined.
PENDAHULUAN	Error! Bookmark not defined.
Gambar 1. 1 Jumlah Dosen Berdasarkan Jenjang Tertinggi.....	Error! Bookmark not defined.
Gambar 1. 2 Jumlah Dosen Berdasarkan Jabatan Akademik	Error! Bookmark not defined.

defined.

Gambar 1. 3 Presentase Dosen Berdasarkan Jabatan Akademik di Banten **Error! Bookmark not defined.**

Tabel 1. 2 Karya Ilmiah Dosen.....**Error! Bookmark not defined.**

1.2 Pembatasan Penelitian**Error! Bookmark not defined.**

1.3 Pertanyaan Penelitian.....**Error! Bookmark not defined.**

1.4 Tujuan Penelitian**Error! Bookmark not defined.**

1.5 Signifikansi Penelitian**Error! Bookmark not defined.**

1.6 *State of The Art*.....**Error! Bookmark not defined.**

Gambar 1. 4 Hasil Analisis Bibliomoterik.....**Error! Bookmark not defined.**

2.1 Latar Belakang Teori**Error! Bookmark not defined.**

BAB II KAJIAN PUSTAKA**Error! Bookmark not defined.**

Gambar 2. 1 Integrative Model of Organizational Behavior..... **Error! Bookmark not defined.**

Gambar 2. 2 Pengelompokan Perilaku dalam Organisasi..... **Error! Bookmark not defined.**

2.1.1 *Task Perfomance*.....**Error! Bookmark not defined.**

Gambar 2. 3 Indikator Task Performance.....**Error! Bookmark not defined.**

2.1.2 *Training***Error! Bookmark not defined.**

1. Manfaat untuk pelatihan:.....**Error! Bookmark not defined.**

2. Manfaat untuk individu**Error! Bookmark not defined.**

2.1.3 *Grit*.....**Error! Bookmark not defined.**

2.1.4 *Decision Making*.....**Error! Bookmark not defined.**

2.1.1.4 Indikator *Decision Making*.....**Error! Bookmark not defined.**

2.2 Penelitian Relevan**Error! Bookmark not defined.**

1. (Sugiarti, 2021) *The Influence of Training, Work Environment and Career Development on Work Motivation That Has an Impact on Employee Performance at PT. Suryamas Elsindo Primatama In West Jakarta*.....**Error! Bookmark not defined.**

2. (Murtiningsih, 2020) *The Impact of Compensation, Training, and Development and Organizational Culture on Job Satisfaction and Retention*. **Error! Bookmark not defined.**

3. (Esthi & Savhira, n.d.) *The Influence Of Work Training, Competence And Discipline Of Work On Employee Performance In Pt.Lestarindo Perkasa*..... **Error! Bookmark not defined.**

5. (Ojanen et al., 2020) *Effects of Task-Specific and Strength Training on Simulated Military Task Performance in Soldiers*.....**Error! Bookmark not defined.**

7. (Haryono et al., 2020) *The Effect Of Training And Job Promotion On Work*

Motivation And Its Implications On Job Perform-Mance: Evidence From Indonesia
Error! Bookmark not defined.

8. (Wolor et al., 2020) Effectiveness of E-Training, E-Leadership, and Work Life Balance on Employee Performance during COVID- 19.....**Error! Bookmark not defined.**

9. (Sweis et al., 2019) The Effects Of Training And Motivating Employees On Improving Performance Of Construction Companies:The Case Of Jordan..... **Error! Bookmark not defined.**

12. (C. Chandrawaty, 2020) An Empirical Effect of Grit on Task Performance: Mediating by Transformational Leadership and Job Involvement. ..**Error! Bookmark not defined.**

13. (Agrawal et al., 2022) Antecedents and Consequences of Grit Among Working Adults: A Transpersonal Psychology Perspective.**Error! Bookmark not defined.**

14. (Oriol et al., 2020) Distinct Routes to Understand the Relationship Between Dispositional Optimism and Life Satisfaction:Self-Control and Grit, Positive Affect,Gratitude, and Meaning in Life.**Error! Bookmark not defined.**

17. (Hodge et al., 2018) The Role of Grit in Determining Engagement and Academic Outcomes for University Students**Error! Bookmark not defined.**

18. (Choi et al., 2020) The Effect of Corporate Social Responsibility on Employees' Organizational Citizenship Behavior:A Moderated Mediation Model of Grit and Meaning Orientation.**Error! Bookmark not defined.**

20. (Hidayat et al., 2022) The Effect of Forced Distribution Rating Performance Appraisal Implementation on Task Performance: Motivation and Retention as Mediation.**Error! Bookmark not defined.**

21. (Zhang et al., 2022) How Employee Exploration and Exploitation Affect Task Performance: The Influence of Organizational Competitive Orientation. **Error! Bookmark not defined.**

22. (Khan et al., n.d.) A study of Relationship Between Transformational Leadership and Task Performance: The Role of Social Media and Affective Organisational Commitment.....**Error! Bookmark not defined.**

24. (Kim & Kim, 2021) Corporate Social Responsibility, Employee Engagement, Well-being and the Task Performance of Frontline Employees..**Error! Bookmark not defined.**

25. (Aggarwal et al., 2022) Gen Z Entering The Workforce: Restructuring HR Policies and Practices for Fostering The Task Performance and Organizational Commitment.**Error! Bookmark not defined.**

26. (Siyal et al., 2023) Does Inclusive Leadership Influence Task Performance of Hospitality Industry Rmployees? Role of Psychological Empowerment and Trust in Leader.**Error! Bookmark not defined.**

27. (Anon et al., 2022) Impact of Task Performance on Job Satisfaction of Information Technology Employees in Bengaluru City.....**Error! Bookmark not defined.**

28. (Yang & Chae, 2021) *The Effect of the OCB Gap on Task Performance with the Moderating Role of Task Interdependence.***Error! Bookmark not defined.**
29. (Hanaysha, 2016) *Examining the Effects of Employee Empowerment, Teamwork, and Employee Training on Organizational Commitment* **Error! Bookmark not defined.**
30. (Kristanto et al., 2021) *The Influence of Human Resource Competence, Quality of Financial Information and Locus of Control on the Performance of Micro, Small and Medium Enterprises with Decision Making as an Intervening Variable* **Error! Bookmark not defined.**
32. (Vogelsang, n.d.) *The Relationship between Person- Environment fit, Grit and Task performance: A mediation analysis*.....**Error! Bookmark not defined.**
33. (Cojocaru & Deliu, n.d.) *Exploring Grit Resilience in Military Student Sailors: Implications and Strategies for Enhancing Performance and Adaptation* **Error! Bookmark not defined.**
34. (Van Zyl et al., 2023) *Person-environment fit and task performance: exploring the role(s) of grit as a personal resource*.....**Error! Bookmark not defined.**
35. (Du et al., 2024) *Validation of the short grit scale (Grit-S) in Chinese physical education teachers***Error! Bookmark not defined.**
39. (Cooper et al., 2021) *Transfer Of Training—Virtual Reality Training With Augmented Multisensory Cues Improves User Experience During Training And Task Performance In The Real World***Error! Bookmark not defined.**
40. (Cahyani et al., 2023) *The Influence Of Job Training And Work Experience On Employee Performance In The Generation Z Workforce*.....**Error! Bookmark not defined.**
41. (Silva et al., 2021) *Effects of Training Programs on Decision- Making in Youth Team Sports Players: A Systematic Review and Meta- Analysis* **Error! Bookmark not defined.**
42. (Wei et al., 2023) *Is Imitation All You Need? Generalized Decision- Making with Dual-Phase Training*.....**Error! Bookmark not defined.**
43. (Simons et al., 2022) *Links Between Evidence-Based Medicine And Shared Decision-Making In Courses For Doctors In Training: A Scoping Review* **Error! Bookmark not defined.**
44. (Khaghanizadeh et al., 2023) *The Effect And Comparison Of Training In Ethical Decision-Making Through Lectures And Group Discussions On Moral Reasoning, Moral Distress And Moral Sensitivity In Nurses: A Clinical Randomized Controlled Trial***Error! Bookmark not defined.**
45. (Kimble et al., 2023) *Decision Making in the Restoration of Endodontically Treated Teeth: Effect of Biomimetic Dentistry Training***Error! Bookmark not defined.**
46. (Aronsson et al., 2021) *Design Of Simulator Training: A Comparative Study Of Swedish Dynamic Decision-Making Training Facilities*.....**Error! Bookmark not defined.**

47. (M. Xu et al., 2025) *The Relationship Between Basic Psychological Needs Satisfaction and Career Adaptability Among University Students: The Roles of Grit and Career Decision-Making Self-Efficacy***Error! Bookmark not defined.**
48. (Egbaria, n.d.) *The Effect of Grit and Mental Well -Being in predicting Career Decision-Making Difficulties of Arab High School Students*.....**Error! Bookmark not defined.**
50. (Toplak et al., 2010) *Decision-Making And Cognitive Abilities: A Review Of Associations Between Iowa Gambling Task Performance, Executive Functions, And Intelligence*.....**Error! Bookmark not defined.**
51. (Gantois et al., 2020) *Effects Of Mental Fatigue On Passing Decision-Making Performance In Professional Soccer Athletes*.....**Error! Bookmark not defined.**
55. (Arwab et al., 2023) *Task Performance And Training Of Employees: The Mediating Role Of Employee Engagement In The Tourism And Hospitality Industry*
Error! Bookmark not defined.
56. (Van Zyl et al., 2023) *Person-Environment Fit And Task Performance: Exploring The Role(S) Of Grit As A Personal Resource***Error! Bookmark not defined.**
57. (Hinsz, n.d.) *Group and Individual Decision Making for Task Performance Goals: Processes in the Establishment of Goals: in Groups***Error! Bookmark not defined.**
60. (Maghsoudi et al., 2022) *Comparison Of Ethical Decision-Making And Interpersonal Communication Skills Training Effects On Nurses' Ethical Climate*
Error! Bookmark not defined.
65. (Kaya & Yüksel, 2022) *Teacher Mindset and Grit: How do They Change by Teacher Training, Gender, and Subject Taught?***Error! Bookmark not defined.**
- 2.3 Kerangka Berfikir**Error! Bookmark not defined.**
- 2.3.1 Pengaruh Training Terhadap Task Performance **Error! Bookmark not defined.**
- 2.3.2 Pengaruh Grit Terhadap Task Performance.....**Error! Bookmark not defined.**
- 2.3.3 Pengaruh Decision Making Terhadap Task Performance .**Error! Bookmark not defined.**
- 2.3.4 Pengaruh Training Terhadap Decision Making ..**Error! Bookmark not defined.**
- 2.3.5 Pengaruh Grit Terhadap Decision Making.....**Error! Bookmark not defined.**
- 2.3.6 Pengaruh Training Terhadap Grit.....**Error! Bookmark not defined.**
- 2.3.7 Pengaruh Training Terhadap Task Performance Melalui Grit**Error! Bookmark not defined.**
- 2.3.8 Pengaruh Training Terhadap Task Performance melalui Decision Making
.....**Error! Bookmark not defined.**
- 2.3.9 Pengaruh Grit, Terhadap Task Performance melalui Decision Making **Error! Bookmark not defined.**
- 2.4 Hipotesis Penelitians.....**Error! Bookmark not defined.**

BAB III METODE PENELITIANError! Bookmark not defined.

3.1 Tempat dan Waktu Penelitian**Error! Bookmark not defined.**

3.2 Desain Penelitian**Error! Bookmark not defined.**

3.3 Populasi dan Sampel Populasi**Error! Bookmark not defined.**

Sampel**Error! Bookmark not defined.**

Tabel 3. 1 Sampel Krejcie dan Morgan**Error! Bookmark not defined.**

Tabel 3. 2 Sebaran Sampel**Error! Bookmark not defined.**

3.4 Teknik Pengumpulan Data**Error! Bookmark not defined.**

3.5 Penyusunan Instrument**Error! Bookmark not defined.**

Tabel 3. 5 Kisi-kisi *Grit***Error! Bookmark not defined.**

Tabel 3. 6 Kisi-kisi Decision Making**Error! Bookmark not defined.**

3.6 Uji Validitas Instrument**Error! Bookmark not defined.**

3.7 Uji Realibilitas Instrument**Error! Bookmark not defined.**

3.8 Uji Common Method Bias**Error! Bookmark not defined.**

3.9. Teknik Analisis Data**Error! Bookmark not defined.**

3.9.1. Analisis Deskriptif**Error! Bookmark not defined.**

4.1 Deskripsi Data**Error! Bookmark not defined.**

BAB IV HASIL ANALISISError! Bookmark not defined.

4.1.1. Hasil Analisis *Crosstab***Error! Bookmark not defined.**

4.1.2. Deskripsi Karakteristik Responden**Error! Bookmark not defined.**

4.8 Uji Instrumen**Error! Bookmark not defined.**

4.2.1 Uji Validitas Instrumen**Error! Bookmark not defined.**

Gambar 4. 1 Konstruk CFA Variabel Task Performance **Error! Bookmark not defined.**

Gambar 4. 2 Konstruk CFA Variabel *Training***Error! Bookmark not defined.**

Gambar 4. 3 Konstruk CFA Variabel *Grit***Error! Bookmark not defined.**

4.2.2. Uji Reliabilitas Instrumen**Error! Bookmark not defined.**

Tabel 4. 6 Uji Reliabilitas Instrumen**Error! Bookmark not defined.**

4.8 Analisis Deskriptif**Error! Bookmark not defined.**

Tabel 4. 8 Klasifikasi Kategori Penilaian untuk Statistik Deskriptif **Error! Bookmark not defined.**

1. Variabel Task Performance (TP)**Error! Bookmark not defined.**

Tabel 4. 10 Persepsi Responden pada variabel *Training* (TR).. **Error! Bookmark not defined.**

Tabel 4. 11 Persepsi Responden pada variabel *Grit* (G) **Error! Bookmark not**

defined.

4. Variabel Decision Making (DM).....	Error! Bookmark not defined.
a. Uji Validitas Konvergen.....	Error! Bookmark not defined.
Tabel 4. 13 Hasil Validitas Kovergen	Error! Bookmark not defined.
b. Uji Validitas Diskriminan.....	Error! Bookmark not defined.
Tabel 4. 14 Penilaian Validitas Diskriminan	Error! Bookmark not defined.
c. Construct Reliability	Error! Bookmark not defined.
2. Hasil Analisa Model Struktural (<i>Inner Model</i>).....	Error! Bookmark not defined.
a. Koefisien Determinasi (R^2)	Error! Bookmark not defined.
Tabel 4. 17 Hasil Koefisien Determinasi (R^2)	Error! Bookmark not defined.
b. Predictive Relevance (Q^2)	Error! Bookmark not defined.
4.8 Pengujian Hipotesis	Error! Bookmark not defined.
Tabel 4. 19 Hasil Pengujian Hipotesis.....	Error! Bookmark not defined.
Tabel 4. 20 Pengujian Hipotesis Secara Tidak Langsung	Error! Bookmark not defined.
defined.	
Grit (<i>G</i>).....	Error! Bookmark not defined.
Decision Making (<i>DM</i>).....	Error! Bookmark not defined.
4.8 Pembahasan	Error! Bookmark not defined.
4.7. Novelty.....	Error! Bookmark not defined.
4.8 Keterbatasan Penelitian.....	Error! Bookmark not defined.
BAB V	Error! Bookmark not defined.
KESIMPULAN, IMPLIKASI DAN REKOMENDASI.....	Error! Bookmark not defined.
defined.	
5.1. Kesimpulan	Error! Bookmark not defined.
5.2. Implikasi	Error! Bookmark not defined.
5.2.1. Implikasi Teoritis	Error! Bookmark not defined.
5.2.2. Implikasi Praktis.....	Error! Bookmark not defined.
5.3. Rekomendasi.....	Error! Bookmark not defined.
5.3.1 Rekomendasi Operasional.....	Error! Bookmark not defined.
5.3.1. Rekomendasi Akademis	Error! Bookmark not defined.
DAFTAR PUSTAKA.....	Error! Bookmark not defined.
LAMPIRAN	Error! Bookmark not defined.
Lampiran 1 Kuesioner Penelitian	Error! Bookmark not defined.
Lampiran 2 Data Uji Coba Instrumen Penelitian	Error! Bookmark not defined.

CMB**Error! Bookmark not defined.**



DAFTAR TABEL

Tabel 1. 1 Kewajiban Khusus Dosen	4
Tabel 1. 2 Karya Ilmiah (KARIL) Dosen	7
Tabel 3. 1 Sampel Krejcie dan Morgan	74
Tabel 3. 2 Sebaran Sampel	74
Tabel 3. 3 Kisi-kisi Task Performance	76
Tabel 3. 4 Kisi-kisi Training	78
Tabel 3. 5 Kisi-kisi Grit	79
Tabel 3. 6 Kisi-kisi Decision Making	80
Tabel 4. 1 Profil Responden	86
Tabel 4. 2 Nilai <i>Standardized Loading Factor</i> (SLF) Variabel <i>Task Performance</i>	89
Tabel 4. 3 Nilai <i>Standardized Loading Factor</i> (SLF) Variabel <i>Training</i>	90
Tabel 4. 4 Nilai <i>Standardized Loading Factor</i> (SLF) Variabel <i>Grit</i>	91
Tabel 4. 5 Nilai <i>Standardized Loading Factor</i> (SLF) Variabel <i>Decision Making</i>	92
Tabel 4. 6 Uji Reliabilitas Instrumen	93
Tabel 4. 7 <i>common method bias</i>	94
Tabel 4. 8 Klasifikasi Kategori Penilaian untuk Statistik Deskriptif	95
Tabel 4. 9 Persepsi Responden pada variabel <i>Task Performance</i> (TP)	96
Tabel 4. 10 Persepsi Responden pada variabel <i>Training</i> (TR)	99
Tabel 4. 11 Persepsi Responden pada variabel <i>Grit</i> (G)	101
Tabel 4. 12 Persepsi Responden pada Variabel <i>Decision Making</i> (DM)	103
Tabel 4. 13 Hasil Validitas Kovergen	106
Tabel 4. 14 Penilaian Validitas Diskriminan	108
Tabel 4. 15 Hasil Uji Validitas Diskriminan dengan HTMT (<i>Heterotrait-Monotrait Ratio</i>)	111
Tabel 4. 16 Nilai Construct Reliability	112
Tabel 4. 17 Hasil Koefisien Determinasi (R^2)	113
Tabel 4. 18 Hasil Pengujian Predictive Relevance (Q^2)	115
Tabel 4. 19 Hasil Pengujian Hipotesis	116
Tabel 4. 20 Pengujian Hipotesis Secara Tidak Langsung	118

DAFTAR GAMBAR

Gambar 1. 1 Jumlah Dosen Berdasarkan Jenjang Tertinggi	5
Gambar 1. 2 Jumlah Dosen Berdasarkan Jabatan Akademik	6
Gambar 1. 3 Jumlah Dosen Berdasarkan Jabatan Akademik di Banten.....	6
Gambar 1. 4 Hasil Analisis Bibliomoterik	11
Gambar 2. 1 Integrative Model of Organizational Behavior.....	13
Gambar 2. 2 Pengelompokan Perilaku dalam Organisasi	14
Gambar 2. 3 Indikator Task Performance	18
Gambar 2. 4 Rational Choise Process	26
Gambar 2. 5 Model Penelitian	71
Gambar 4. 1 Konstruk CFA Variabel Task Performance	88
Gambar 4. 2 Konstruk CFA Variabel <i>Training</i>	90
Gambar 4. 3 Konstruk CFA Variabel <i>Grit</i>	91
Gambar 4. 4 Konstruk CFA Variabel <i>Decision Making</i>	92
Gambar 4. 5 Konstruk SEM-PLS dengan Nilai Path Coefficient	115

