

**Pengaruh *Self Efficacy* dan Motivasi Kerja Terhadap Kinerja Pegawai  
Yayasan Sirojul Munir Kota Bogor**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh *Self Efficacy* dan Motivasi Kerja terhadap Kinerja Pegawai Yayasan Sirojul Munir Kota Bogor. Penelitian ini dilakukan berdasarkan fenomena yang terjadi bahwa Yayasan Sirojul Munir Kota Bogor belum maksimal dalam menerapkan *Self Efficacy* dan Motivasi Kerja terhadap Kinerja Pegawai. Penelitian ini menggunakan metode deskriptif dan verifikatif. Teknik sampling menggunakan non probability sampling, dengan jenis sampel jenuh. Analisa data yang digunakan yaitu menggunakan analisis regresi linier berganda, analisis korelasi berganda, dan analisis koefisien determinasi.

Hasil dari penelitian menunjukkan bahwa *Self Efficacy* dan Motivasi Kerja secara simultan memiliki kontribusi pengaruh terhadap Kinerja Pegawai dengan koefisien determinasi yaitu sebesar 55,4%. Kontribusi pengaruh *Self Efficacy* terhadap Kinerja Pegawai adalah sebesar 28% dan kontribusi Motivasi Kerja terhadap Kinerja Pegawai adalah sebesar 27,4%. Sisanya 44,6% dipengaruhi oleh variabel lain yang tidak diteliti. Maka *Self Efficacy* dan Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai secara simultan maupun parsial.

**Kata Kunci: *Self Efficacy*, Motivasi Kerja, dan Kinerja Pegawai.**

**Effect Of Self Efficacy and Work Motivation On Employee Performance  
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***ABSTRACT***

*This research aims to find out the Effect Of Self Efficacy and Work Motivation On Employee Performance Yayasan Sirojul Munir Bogor City. This research was conducted based on the phenomenon that occurred that the Yayasan Sirojul Munir Bogor City has not been maximal in applying Self Efficacy and Work Motivation to Employee Performance. This study uses descriptive and verifiative methods. Sampling techniques use non probability sampling, with saturated sample types. The data analysis used is using multiple linear regression analysis, multiple correlation analysis, and determination coefficient analysis.*

*The results of the study showed that Self Efficacy and Work Motivation simultaneously have an influence on Employee Performance with a coefficient of determination of 55.4%. The contribution of the influence of Self Efficacy on Employee Performance is 28% and the contribution of Work Motivation to Employee Performance is 27.4%. The remaining 44.6% was affected by other variables that were not examined. So Self Efficacy and Work Motivation have a positive and significant effect on Employee Performance simultaneously and partially.*

***Keywords: Self Efficacy, Work Motivation, and Employee Performance.***