

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *self esteem* dan *self efficacy* terhadap Kinerja Pegawai di Dinas Ketenagakerjaan Kabupaten Bandung. penelitian ini dilakukan berdasarkan fenomena yang terjadi bahwa Pegawai di Dinas Ketenagakerjaan Kabupaten Bandung belum maksimal dalam pelaksanaan *self esteem* dan *self efficacy* terhadap Kinerja Pegawai. Penelitian ini menggunakan metode deskriptif dan verifikatif. Teknik yang digunakan *non probability sampling* dengan memilih sampling jenuh atau sampel sensus dengan metode *split half* dari *Spearman-Brown*. Analisis data yang digunakan yaitu analisis regresi linear berganda, analisis korelasi berganda dan koefisien determinasi.

Hasil dari penelitian menunjukkan bahwa *self esteem* dan *self efficacy* secara simultan memiliki kontribusi dengan koefisien determinasi terhadap kinerja pegawai Dinas Ketenagakerjaan Kabupaten Bandung yaitu sebesar 58,7%. Kontribusi pengaruh *self esteem* terhadap kinerja pegawai yaitu sebesar 30,2% dan kontribusi *self efficacy* terhadap kinerja sebesar 28,5%. Sisanya 41,3% dipengaruhi oleh variabel lain yang tidak diteliti. Maka *self esteem* dan *self efficacy* berpengaruh dan signifikan terhadap Kinerja Pegawai secara simultan maupun parsial.

Kata Kunci : *Self esteem*, *Self efficacy*, Kinerja Pegawai

ABSTRACT

This study aims to determine the effect of self-esteem and self-efficacy on employee performance at Employment Agencies at Bandung District. This research was conducted based on the phenomenon that occurs that employees at the Bandung Regency Manpower Service have not been maximized in the implementation of self-esteem and self-efficacy on employee performance. This research uses descriptive and verification methods. The technique used is non-probability sampling by selecting saturated sampling or sansus samples with the Spearman-Brown split half method. Analysis of the data used is multiple linear regression analysis, multiple correlation analysis and coefficient of determination.

The results of the study show that self-esteem and self-efficacy simultaneously have a contribution to the coefficient of determination on the performance of Employment Agencies at Bandung District, which is 58.7%. The contribution of the influence of self-esteem on employee performance is 30.2% and the contribution of self-efficacy to performance is 28.5%. The remaining 41.3% is influenced by other variables not examined. So self-esteem and self-efficacy have a significant and significant effect on employee performance simultaneously or partially.

Keywords: Self esteem, Self efficacy, Employee Performance