

ABSTRACT

This study aims to find out how much influence the locus of control and sophistication of information technology have on employee performance. The research methods used are descriptive and verifiable methods. Data collection techniques carried out through primary data with questionnaires. The population in this study were employees at PT. Pos Indonesia (Persero) Cianjur branch office. The number of samples taken was 34 respondents. The sampling technique uses the NonProbability Sampling technique using the Saturated Sampling method. The statistical analysis used in this study is validity test, reliability test, classical assumption test, multiple linear regression analysis, correlation test, initial test, simultaneous test, and coefficient of determination.

The results of this study show that the locus of control affects employee performance with an influence of 38.2%, the sophistication of information technology affects employee performance with an influence of 31.8% and the hypothesis silmutan shows that the locus of control and the sophistication of information technology affect employee performance with an influence of 70.0%.

Keywords: *Locus Of Control, Sophistication Of Information Technology, and Employee Performance*