

ABSTRAK

Masalah penelitian ini adalah belum optimalnya kinerja karyawan divisi sumber daya manusia CV JN Mustika Kasomalang Subang. Fokus kajian diarahkan pada faktor-faktor yang mempengaruhi kinerja karyawan. *Self efficacy* dan budaya organisasi merupakan faktor yang diduga memiliki pengaruh terhadap kinerja karyawan. Berdasarkan hal tersebut, penelitian ini mengkaji tiga variabel yaitu variabel *self efficacy*, variabel budaya organisasi, dan variabel kinerja karyawan. Tujuan penelitian ini adalah untuk menganalisis pengaruh disiplin kerja dan komitmen organisasi terhadap kinerja karyawan.

Penelitian ini menggunakan metode deskriptif dan verifikatif, teknik sampling yang digunakan adalah sampling jenuh dengan jumlah sampel sebanyak 63 responden. Teknik pengumpulan data yang digunakan adalah observasi, wawancara dan menyebarkan kuesioner. Metode analisis data yang digunakan adalah uji validitas dan reliabilitas, analisis regresi linier berganda, analisis korelasi berganda, dan koefisien determinasi.

Berdasarkan hasil analisis pengaruh *self efficacy* dan budaya organisasi terhadap kinerja karyawan secara simultan adalah sebesar 58,8%. Sedangkan secara parsial *self efficacy* lebih besar pengaruhnya dari budaya organisasi karena berdasarkan perhitungan *self efficacy* berpengaruh terhadap kinerja karyawan sebesar 36,4% sedangkan budaya organisasi berpengaruh terhadap kinerja karyawan sebesar 22,2%.

Kata Kunci : *Self Efficacy*, Budaya Organisasi, Kinerja Karyawan.

ABSTRACT

The problem of this research is that the performance of employees in the human resources division of CV JN Mustika Kasomalang Subang is not yet optimal. The focus of the study is directed at the factors that affect employee performance. Self efficacy and organizational culture are factors that are thought to have an influence on employee performance. Based on this, this study examines three variables, namely self-efficacy variables, organizational culture variables, and employee performance variables. The purpose of this study was to analyze the effect of work discipline and organizational commitment on employee performance.

This study uses descriptive and verification methods, the sampling technique used is saturated sampling with a total sample of 63 respondents. Data collection techniques used were observation, interviews and distributing questionnaires. The data analysis method used is validity and reliability test, multiple linear regression analysis, multiple correlation analysis, and coefficient of determination.

Based on the results of the analysis of the influence of self-efficacy and organizational culture on employee performance simultaneously is 58,8%. While partially self-efficacy has a greater influence than organizational culture because based on the calculation of self-efficacy it affects employee performance by 36,4% while organizational culture affects employee performance by 22,2%.

Keywords: Self Efficacy, Organizational Culture, Employee Performance.