

ABSTRACT

The decline in performance among civil servants in the Youth and Sports Office of West Java Province is the result of failing to meet set targets. Several factors are suspected of having problems with the performance of the Youth and Sports Office of West Java Province, namely: self-efficacy, work stress, and work commitment. The results of this study discuss the characteristics of the object under study, as well as descriptive responses and the effect of verification on the variables studied, namely self-efficacy, work stress as an independent variable, work commitment as an intervening variable, and employee performance at the Provincial Youth and Sports Office in West Java as the dependent variable. The research method uses descriptive and verification analysis with a total sample of 91 respondents. Data collection was obtained through observation and the distribution of questionnaires. The path analysis method is used to determine the direct and indirect relationship of independent variables to the dependent variable, correlation coefficient analysis is used to determine the level of relationship between variables, simultaneous and partial hypothesis testing is carried out to determine the effect, and coefficient of determination analysis is used to determine the magnitude of the influence of these variables. The results of the analysis show that there is an influence of self-efficacy, work stress, and work commitment on employee performance. This means that changes in self-efficacy and work stress have an impact on employee performance. The level of relationship between variables is in the category of a strong relationship, with the magnitude of the influence of self-efficacy and work stress variables on overall work commitment at 68.9%. The direct effect is 39.45%, and the indirect effect is 29.45%. While the magnitude of the influence of the work commitment variable on employee performance is 74.4%.

Keywords: Self Efficacy, Job Stress, Work Commitment and Employee Performance.