# ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *Self Efficacy* dan *Locus of Control* terhadap Kinerja Karyawan baik secara parsial maupun simultan pada Bank bjb Kantor Cabang Tamansari. Metode penelitian yang digunakan adalah metode penelitian deskriptif dan verifikatif dengan jumlah sampel dalam penelitian ini sejumlah 70 responden. Teknik pengumpulan datanya melalui observasi, wawancara, penyebaran kuesioner dan melalui penelitian kepustakaan. Analisis data untuk menjawab rumusan masalah menggunakan Analisis deskriptif dan Analisis verifikatif, seperti Uji regresi linier berganda, Uji koefisien korelasi, Uji koefisisen determinasi dan pengujian hipotesis baik secara parsial dan simultan.

Hasil penelitian menunjukkan bahwa (1) Besarnya pengaruh *Self Efficacy* terhadap Kinerja Karyawan sebesar 42,4%. (2) Besarnya pengaruh *Locus of Control* terhadap Kinerja Karyawan sebesar 16%. (3) Besarnya pengaruh *Self Efficacy* dan *Locus of Control* terhadap Kinerja Karyawan sebesar 58,5% dan sisanya 41,5% dipengaruhi oleh variabel lain. (4) Uji Hipoteisi Variabel *Self Efficacy* dan *Locus of Control* berpengaruh positif terhadap Konerja Karyawan baik secara parsial dan simultan.

**Kata Kunci: *Self Efficacy, Locus of Control* dan Kinerja Karyawan**

# *ABSTRACT*

*This research aimed to determine the effect of Self Efficacy and Locus of Control on Employee Performance both partially and simultaneously at bjb Bank Tamansari Branch Office. The research method used was descriptive and verification research methods with a total sample of 70 respondents. Data collection techniques through observation, interviews, distributing questionnaires and through library research. Data analysis to answer the problem formulation uses descriptive analysis and verification analysis, such as multiple linear regression tests, correlation coefficient tests, determination coefficient tests and hypothesis testing both partially and simultaneously.*

*The results showed that (1) the magnitude of the influence of Self Efficacy on Employee Performance was 42.4%. (2) The magnitude of the influence of Locus of Control on Employee Performance is 16%. (3) The magnitude of the effect of Self Efficacy and Locus of Control on Employee Performance is 58.5% and the remaining 41.5% is influenced by other variables. (4) Hypothesis Test of Self Efficacy and Locus of Control Variables have a positive effect on Employee Performance both partially and simultaneously.*

***Keywords: Self Efficacy, Locus of Control and Employee Performance***