

## **ABSTRACT**

*This study aims to determine the effect of Self Efficacy (X1) and Job Insecurity (X2) on Employee Performance (Y) both simultaneously and partially at PT. PLN (Persero) Up3 Sumedang. The research method used is descriptive and verification methods with a total sample of 81 respondents. As for the data collection techniques used in this study, namely observation, interviews and distributing questionnaires. And for the analytical methods used include multiple linear regression, multiple correlation and coefficient of determination. The results of this study indicate that there is a positive and significant influence simultaneously or partially. Simultaneously the effect of Self Efficacy (X1) and Job Insecurity (X2) on Employee Performance (Y) is 50.6%, while partially Self Efficacy (X1) has an effect on Employee Performance (Y) giving an effect of 36.2%. and Job Insecurity (X2) has an effect on Employee Performance (Y) giving an effect of 14.4%, it can be concluded that Self Efficacy (X1) and Job Insecurity (X2) have a significant influence on Employee Performance (Y) at PT. PLN (Persero) Up3 Sumedang.*

*Keywords: Self Efficacy, Job Insecurity, Employee Performance*