

## ABSTRAK

Penelitian ini dilatar belakangi oleh kapabilitas individu dan *self-efficacy* yang kurang baik yang berdampak pada kurang baiknya kinerja pegawai di SKPD bidang pendidikan Kecamatan Nagreg. Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh kapabilitas individu dan *self-efficacy* terhadap kinerja pegawai di SKPD bidang pendidikan Kecamatan Nagreg baik secara simultan maupun secara parsial. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 125 responden. Metode analisis data dan uji hipotesis yang digunakan adalah analisis regresi linier berganda, analisis korelasi berganda, analisis koefisien determinasi simultan dan koefisien determinasi parsial, uji hipotesis simultan dan uji hipotesis parsial.

Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara kapabilitas individu dan *self-efficacy* terhadap kinerja pegawai di SKPD bidang pendidikan Kecamatan Nagreg secara simultan adalah 61,8%. sedangkan secara parsial besarnya pengaruh kapabilitas individu terhadap kinerja pegawai sebesar 32,7% dan pengaruh *self-efficacy* terhadap kinerja pegawai sebesar 29,1%. Implikasinya, perusahaan perlu memperhatikan faktor-faktor ini dalam upaya meningkatkan kinerja pegawai. Selain itu, hasil penelitian ini dapat memberikan kontribusi pada pengembangan sumber daya manusia dengan menguatkan temuan sebelumnya.

**Kata kunci: Kapabilitas Individu, *Self-efficacy* dan Kinerja Pegawai**

## **ABSTRACT**

*This study is motivated by poor individual capabilities and self-efficacy which have an impact on the poor performance of employees in the education SKPD of Nagreg District. This study aims to determine how much influence individual capabilities and self-efficacy have on employee performance in the education SKPD of Nagreg District both simultaneously and partially. The research method used is descriptive and verification method with a sample size of 125 respondents. The data analysis method and hypothesis testing used are multiple linear regression analysis, multiple correlation analysis, simultaneous determination coefficient analysis and partial determination coefficient, simultaneous hypothesis testing and partial hypothesis testing.*

*The results showed that there was a positive and significant influence between individual capabilities and self-efficacy on employee performance in the Nagreg District education SKPD simultaneously 61.8%. while partially the effect of individual capabilities on employee performance was 32.7% and the effect of self-efficacy on employee performance was 29.1%. The implication is that companies need to pay attention to these factors in an effort to improve employee performance. In addition, the results of this study can contribute to human resource development by corroborating previous findings.*

**Keywords: Individual Capabilities, Self-efficacy and Employee Performance**