

## ABSTRAK

Dalam penelitian ini ditemukan permasalahan kinerja karyawan yang terdapat pada Bank BJB Kantor Cabang Tamansari Bandung, masalah penelitian ini adalah belum optimal nya kinerja karyawan yang disebabkan oleh rendahnya *self efficacy* dan *locus of control* karyawan Bank BJB Kantor Cabang Tamansari Bandung. *Self efficacy* dan *locus of control* merupakan faktor yang diduga berpengaruh terhadap kinerja karyawan. Penelitian ini dilakukan berdasarkan data penilaian kinerja karyawan pada Bank BJB Kantor Cabang Tamansari Bandung memperoleh kategori cukup pada data penilaian kinerja karyawan yang menunjukkan kinerja karyawan pada Bank BJB Kantor Cabang Tamansari Bandung kurang baik. Metode penelitian yang digunakan yaitu metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 67 responden. Metode analisis data yang digunakan adalah uji validitas dan reliabilitas, *Method of Successive Interval* (MSI), analisis regresi linier berganda, korelasi berganda dan koefisien determinasi dengan menggunakan alat bantu SPSS Statistic 26. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara *Self Efficacy* dan *Locus of Control* terhadap Kinerja Karyawan. Besarnya pengaruh *Self Efficacy* dan *Locus of Control* terhadap Kinerja Karyawan secara simultan adalah sebesar 64,3%. Sedangkan secara parsial besarnya pengaruh *Self Efficacy* terhadap Kinerja Karyawan sebesar 31,3%, pengaruh *Locus of Control* terhadap Kinerja Karyawan sebesar 33%.

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

## ABSTRACT

*In this research, employee performance problems were found at Bank BJB Tamansari Bandung Branch Office. The problem of this research was that employee performance was not yet optimal which was caused by low self-efficacy and locus of control of Bank BJB employees at Tamansari Bandung Branch Office. Self-efficacy and locus of control are factors that are thought to influence employee performance. This research was conducted based on employee performance assessment data at the Bank BJB Tamansari Bandung Branch Office which obtained a sufficient category in the employee performance assessment data which showed that employee performance at the Bank BJB Tamansari Bandung Branch Office was not good. The research method used was descriptive and verification methods with a sample size of 67 respondents. The data analysis methods used are validity and reliability tests, Method of Successive Interval (MSI), multiple linear regression analysis, multiple correlation and coefficient of determination using SPSS Statistics 26 tools. The results of the study show that there is a positive and significant influence between Self Efficacy and Locus of Control on Employee Performance. The magnitude of the influence of Self Efficacy and Locus of Control on Employee Performance simultaneously is 64.3%. Meanwhile, partially the influence of Self Efficacy on Employee Performance is 31.3%, the influence of Locus of Control on Employee Performance is 33%.*

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