

ABSTRAK

Penelitian ini berawal dari ditemukannya permasalahan pada Kinerja Pegawai. Masalah yang terlihat dalam penelitian ini adalah *Locus of Control*, Kualitas Kerja, dan Kompetensi. Penelitian ini bertujuan untuk mengetahui pengaruh *Locus of Control* dan Kualitas Kerja terhadap Kompetensi dan dampaknya pada Kinerja Pegawai Pusat Pengembangan Sumber Daya Manusia (PPSDM) Aparatur Kementerian Energi dan Sumber Daya Manusia (ESDM) Bandung baik secara parsial maupun simultan. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif, dimana data penelitian dikumpulkan melalui penyebaran kuesioner dengan jumlah sampel 151 responden. Teknik sampling yang digunakan yaitu non probability sampling. Pengujian instrument penelitian menggunakan uji validitas dan reliabilitas. Metode analisis data yang digunakan adalah path analysis dan Uji Hipotesis. Hasil penelitian menunjukkan bahwa pada struktur I terdapat pengaruh secara simultan dari *locus of control* dan kualitas kerja terhadap kompetensi sebesar 78%. Secara parsial pengaruh *locus of control* terhadap kompetensi sebesar 74% dan pengaruh kualitas kerja terhadap kompetensi sebesar 3,68%. Pada struktur II terdapat pengaruh kompetensi terhadap kinerja pegawai sebesar 87%.

Kata Kunci: *Locus of Control*, Kualitas Kerja, Kompetensi, Kinerja Pegawai

ABSTRACT

This research begins with the identification of issues related to Employee Performance. The problems addressed in this study include Locus of Control, Work Quality, and Competence. The purpose of this research is to determine the influence of Locus of Control and Work Quality on Competence and their impact on the performance of employees at the Center for Human Resources Development (PPSDM) of the Ministry of Energy and Human Resources (ESDM) in Bandung, both partially and simultaneously. The research method used is descriptive and verificative, where data is collected through questionnaire distribution with a sample size of 151 respondents. Non-probability sampling technique is employed for sample selection. The research instrument is tested for validity and reliability. The data analysis methods used are path analysis and Hypothesis Testing. The research findings indicate that in Structure I, there is a simultaneous influence of locus of control and work quality on competence by 78%. Partially, the influence of locus of control on competence is 74%, and the impact of work quality on competence is 3.68%. In Structure II, competence has an impact on employee performance by 87%.

Keywords: *Locus of Control, Work Quality, Competence, Employee Performance*