

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *self efficacy* dan *locus of control* terhadap *employee performance* karyawan PT. Dirgantara Indonesia. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif. Teknik sampling yang digunakan adalah *non probability sampling* dengan jumlah sampel sebanyak 47 responden. Pengumpulan data dilakukan dengan observasi, penelitian kepustakaan dan penyebaran kuesioner. Metode analisis data yang digunakan adalah analisis regresi linier berganda, analisis korelasi berganda dan analisis koefisien determinasi. Hasil penelitian ini menunjukkan bahwa terdapat pengaruh positif dan signifikan antara *self efficacy* dan *locus of control* terhadap *employee performance* karyawan sumber daya manusia pada PT. Dirgantara Indonesia. Besarnya pengaruh *self efficacy* dan *locus of control* terhadap *employee performance* karyawan PT Dirgantara Indonesia secara simultan adalah sebesar 47%. Sedangkan secara parsial besarnya pengaruh *self efficacy* terhadap *employee performance* sebesar 31,7%, dan pengaruh *locus of control* terhadap *employee performance* sebesar 18,5%. Maka dapat disimpulkan bahwa variabel *self efficacy* memberikan kontribusi paling dominan terhadap *employee performance* karyawan sumber daya manusia pada PT. Dirgantara Indonesia.

Kata Kunci : *Self Efficacy, Locus of Control dan Employee Performance*

ABSTRACT

This study aims to determine the effect of self efficacy and locus of control on employee performance of PT Dirgantara Indonesia employees. The research method used is descriptive and verification method. The sampling technique used is non probability sampling with a sample size of 47 respondents. Data collection was carried out by observation, literature research and distributing questionnaires. The data analysis method used is multiple linear regression analysis, multiple correlation analysis and coefficient of determination analysis. The results of this study indicate that there is a positive and significant influence between self efficacy and locus of control on employee performance of human resources employees at PT Dirgantara Indonesia. The magnitude of the influence of self efficacy and locus of control on employee performance of PT Dirgantara Indonesia employees simultaneously is 47%. While partially the effect of self efficacy on employee performance is 31,7%, and the effect of locus of control on employee performance is 18.5%. So it can be concluded that the self efficacy variable makes the most dominant contribution to the employee performance of human resources employees at PT Dirgantara Indonesia.

Keywords: Self Efficacy, Locus of Control and Employee Performance