

ABSTRACT

This research stems from the discovery of employee performance issues at CV. Daya Busana Gemilang Bandung, West Java. The problem in this study is the suboptimal employee performance, which is caused by a lack of teamwork, workload, and self-efficacy. This study aims to determine the influence of teamwork, workload, and self-efficacy on employee performance, both partially and simultaneously. The data collection techniques used were observation, interviews, and distributing questionnaires. The research method employed is descriptive and verificative, with a population of 82 respondents. The research instruments were tested using validity and reliability tests. The data analysis methods used are multiple correlations, multiple linear regression, and the coefficient of determination.

The results of this study indicate that teamwork, workload, self-efficacy, and employee performance at CV. Daya Busana Gemilang are in the less favorable category. Teamwork has an influence on employee performance of 0.409, workload has an influence on employee performance of -0.336, and self-efficacy has an influence on employee performance of 0.400. The largest influence comparison is the workload variable, with 33%. The teamwork variable has an influence of 20%, the self-efficacy variable has an influence of 23%, and the remaining 24% is influenced by other variables not studied.

Keywords: Teamwork, Workload, Self-Efficacy, and Employee Performance