

ABSTRACT

This study began with the discovery of problems with employee performance. The problems seen in this study are employee performance caused by self-efficacy and job insecurity caused by a low sense of responsibility in employees while working. This study aims to determine the effect of self-efficacy and job insecurity on employee performance both partially and simultaneously at PT. Pert Sanding Sari Tekstil Kab. Bandung. The method used is a descriptive and verification research method with a sample size of 95 respondents. The data collection technique used is interval data by transforming ordinal data into intervals first using the method of successive interval variables (MSI). The analysis methods used are multiple linear regression, multiple correlation, coefficient of determination, and hypothesis testing.

The results of the study showed that there was a significant influence between self-efficacy and job insecurity on employee performance. The magnitude of the influence of self-efficacy and job insecurity on employee performance simultaneously was 63.6% and the remaining 36.4% was influenced by other variables not studied. Partially, self-efficacy has a significant effect on employee performance of 36.2% and job insecurity has a significant effect on employee performance of 27.4%.

Keywords: Self efficacy, Job Insecurity, Employee Performance