

ABSTRACT

This research was conducted because of problems regarding employee performance. This means that Bank Syariah Indonesia KCP Antapani has not been optimal in implementing job promotions and job rotation on employee performance. This research aims to determine the effect of Position Promotion and Job Rotation on Employee Performance at Bank Syariah Indonesia KCP Antapani. This research uses descriptive and verification analysis. The population and sample were 42 respondents. The sampling technique uses non-probability sampling, with a saturated sample type. The data analysis methods used are multiple linear regression analysis, multiple correlation analysis, and coefficient of determination analysis.

The research results show that there is a positive and significant influence between Career Development and Self-Efficacy on Employee Performance. The magnitude of the influence of Career Development and Self-Efficacy on Employee Performance simultaneously is 55.5% and the remaining 45.5% is influenced by other variables not studied. Partially, the influence of Career Development on Employee Performance is 30%, and the influence of Self-Efficacy on Employee Performance is 27.6%. So it can be concluded that Career Development has the greatest influence on employee performance.

Keywords: Career development, Self-Efficacy and Employee Performance