

ABSTRACT

This research began with the discovery of problems regarding employee performance at PT CMS Maju Sejahtera, Bogor Sentul Regency has not been optimal in applying Work Ethic and Self-Efficacy to employee performance. This research aims to determine the influence of Work Ethic and Self Efficacy on Employee Performance at PT CMS Maju Sejahtera, Bogor Sentul Regency. This research uses descriptive and verification analysis. The population and sample were 61 respondents. The sampling technique uses probability sampling. 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 Work Ethic and Self Efficacy on Employee Performance. The magnitude of the influence of Work Ethic and Self Efficacy on Employee Performance simultaneously is 72.9% and the remaining 27.1% is influenced by other variables not studied. Partially, the influence of Etos Kerja on Employee Performance is 33.9%, and the influence of Self Efficacy on Employee Performance is 39%. So it can be concluded that Self Efficacy has the greatest influence on employee performance.

Keywords: Work Ethic, Self Efficacy, Employee Performance