

ABSTRACT

This research is motivated by employee performance problems at PT. Selahone Jaya Makmur which is located on Jl. Simphoni, Heritage of the People of Bekasi, West Java, Indonesia. This company still has not maximized the implementation of Self Efficacy and Locus of Control which can positively influence employee performance. This research aims to analyze the influence of Self Efficacy and Locus of Control on employee performance at PT. Selahone Jaya Makmur. The method used in this research is descriptive analysis and verification. The research sample consisted of 56 respondents, who were selected using a non-probability sampling technique with a saturated sample. The data analysis methods used include multiple linear regression analysis, multiple correlation analysis, and coefficient of determination.

The research results show that Self Efficacy and Locus of Control have a positive and significant effect on employee performance. Simultaneously, these two variables have an influence of 68.1% on employee performance, while the remaining 31.9% is influenced by other factors not studied. Partially, Self Efficacy has the greatest influence on Employee Performance with a percentage of 54.5%, while Locus of Control has an influence of 13.6%. In conclusion, Self Efficacy has a greater influence on Employee Performance than Locus of Control.

Keywords: Self-Efficacy, Locus of Control, Employee Performance.