

ABSTRACT

This study aims to determine the effect of Self Efficacy (X1) and Organizational Culture (X2) on Employee Performance (Y) both simultaneously and partially at the Bandung City Human Resources Development and Personnel Agency. The research method used is a descriptive and verification method with a sample of 51 respondents. While for the data collection techniques used in this study are observation, interviews and questionnaires. And for the analysis methods used include multiple linear regression, multiple correlation and coefficient of determination. The results of this study indicate that there is a positive and significant influence simultaneously and partially. Simultaneously, the influence of Self Efficacy (X1) and Organizational Culture (X2) on Employee Performance (Y) is 81.6%. While partially, Self Efficacy (X1) influences Employee Performance (Y) by 24.9% and Organizational Culture (X2) influences Employee Performance (Y) by 56.7%. It can be concluded that Self Efficacy (X1) and Organizational Culture (X2) have a significant influence on Employee Performance (Y) at the Bandung City Human Resources Development and Personnel Agency.

Keywords: Self Efficacy, Organizational Culture, Employee Performance