

## ABSTRAK

**Hivatia Dinda Putri, NIM 7161210016, “Pengaruh *Self Esteem* Dan *Self Efficacy* Terhadap Kinerja Karyawan PT. Socfin Indonesia”. Jurusan Manajemen Fakultas Ekonomi Universitas Negeri Medan Tahun 2020.**

Penelitian ini bertujuan untuk mengetahui apakah *self esteem* dan *self efficacy* berpengaruh terhadap kinerja karyawan PT. Socfin Indonesia. Sampel dalam penelitian ini sebanyak 104 orang. Sampel ditentukan menggunakan metode rumus slovin.

Teknik analisis data yang digunakan dalam penelitian ini adalah analisis regresi linear berganda dengan rumus  $Y = a + b_1 X_1 + b_2 X_2 + e$ . Dari hasil penelitian ini diperoleh  $Y = 12,447 + 0,529 X_1 + 0,265 X_2 + e$ . dengan koefisien determinasi ( $R^2$ ) sebesar 0,634. Yang berarti variabel *self esteem* ( $X_1$ ), dan *self efficacy* ( $X_2$ ) secara bersama-sama sebesar 63,4% dan sisanya 36,6% dipengaruhi variabel lain diluar model penelitian. Uji parsial  $t$  bahwa *self esteem* berpengaruh positif terhadap kinerja karyawan dan *self efficacy* berpengaruh positif terhadap kinerja karyawan. Uji simultan bahwa variabel *self esteem* dan *self efficacy* secara bersama-sama (simultan) berpengaruh terhadap kinerja karyawan pada PT. Socfin Indonesia.

**Kata kunci:** *Self Esteem, Self Efficacy, Kinerja*

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## **ABSTRACT**

***Hivatia Dinda Putri, NIM 7161210016, "The Effect of Self Esteem and Self Efficacy on Employee Performance of PT. Socfin Indonesia ". Department of Management, Faculty of Economics, Medan State University in 2020.***

*This study aims to determine whether self esteem and self efficacy affect the performance of employees of PT. Socfin Indonesia. The sample in this study were 104 people. The sample is determined using the Slovin formula method.*

*The data analysis technique used in this study is multiple linear regression analysis with the formula  $Y = a + b_1 X_1 + b_2 X_2 + e$ . the results of this study were obtained  $Y = 12,447 + 0,529 X_1 + 0,265 X_2 + e$ . with a coefficient of determination ( $R^2$ ) of 0.634. Which means the self-esteem ( $X_1$ ) and self-efficacy ( $X_2$ ) variables together are 63.4% and the remaining 36.6% is influenced by other variables outside the research model. Partial t test that self esteem has a positive effect on employee performance and self efficacy has a positive effect on employee performance Simultaneous that the variables of self esteem and self efficacy together (simultaneously) affect the performance of employees at PT. Socfin Indonesia.*

***Keywords: Self Esteem, Self Efficacy, Performance***

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