

ABSTRAK

M. Syarip Nasution, NIM: 7173510047. “Pengaruh *Self Efficacy* dan *Locus of Control* terhadap Kinerja Karyawan Bank Tabungan Negara Persero Tbk Kantor Cabang Medan”.

Penelitian ini bertujuan untuk mengetahui pengaruh dari *self efficacy* dan *locus of control* terhadap kinerja karyawan Bank Tabungan Negara Persero Tbk Kantor Cabang Medan. Adapun teknik pengambilan sampel penelitian ini adalah dengan menggunakan *proportional sampling* yang berarti sampel diambil berdasarkan keterwakilan dari divisi kerja yang ada. Sampel penelitian ini berjumlah 100 orang. Teknik pengumpulan data dengan menggunakan kuisioner dengan skala *Likert*. Analisis data penelitian menggunakan regresi linear dan pengujian hipotesis penelitian dengan menggunakan uji t, uji f, dan koefisien determinasi (R^2) yang dilakukan dengan bantuan *SPSS 24*. Hasil penelitian menunjukkan bahwa *self efficacy* secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan. Sedangkan *locus of control* secara parsial tidak berpengaruh signifikan terhadap kinerja karyawan. *Self efficacy* dan *locus of control* secara simultan berpengaruh positif dan signifikan terhadap kinerja karyawan. Uji koefisien determinasi menunjukkan nilai *R Square* sebesar 0,597 yang berarti bahwa *self efficacy* dan *locus of control* mampu menjelaskan pengaruhnya terhadap kinerja karyawan sebesar 59,7%. Sedangkan sisanya dipengaruhi oleh faktor-faktor lain yang tidak dikaji dalam penelitian ini.

Kata Kunci: *Self efficacy*, *Locus of control*, Kinerja.

ABSTRACT

M. Syarip Nasution, NIM: 7173510047. “The Influence of Self Efficacy and Locus of Control on Employees’ Job Performance of Bank Tabungan Negara Persero Tbk Medan Branch Office”.

This research was aimed at discovering the influence of self efficacy and locus of control on employees’ job performance of Bank Tabungan Negara Persero Tbk Medan Branch Office. The sampling technique of this research was using proportional sampling which meant the samples were taken based on the representation of every divisions in the company. The number of samples in this research were 100 employees. The technique of data collection used questionnaire with Likert scale. The data analysis used linear regression model dan hypothesis was tested by using t-test, f-test, and coefficient determinor test (R^2) which the help of SPSS 24 software. The results showed that self efficacy had positive and significant effect on employees job performances. While, locus of control had no significant effect on employees job performances. Self efficacy and locus of control simultaneously had positive and significant effect on employees’ job performance. The test of coefficient determinor showed that the score of R square was 0,597 which meant that self efficacy and locus of control were able to explain their influence on employees job performance as much as 59,7%. Meanwhile the rest 40,3% was influenced by other factor which was not discussed in this research.

Keywords: Self Efficacy, Locus of Control, Job Performance.

