

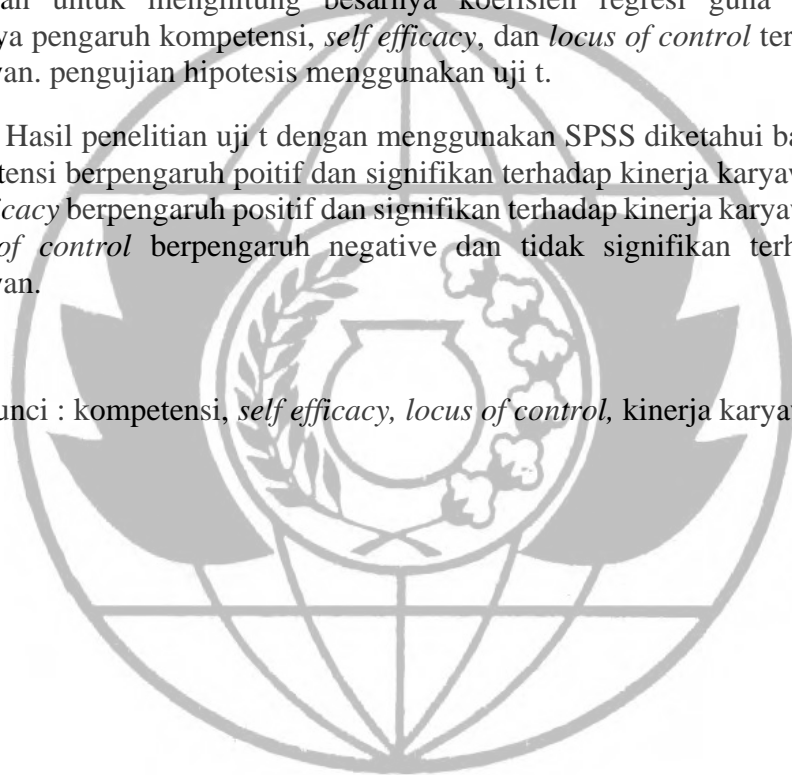
ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh kompetensi, *self efficacy* dan *locus of control* terhadap kinerja karyawan di SMA Muhammadiyah 1 Gresik. Populasi yang digunakan dalam penelitian ini adalah tenaga kependidikan dan guru SMA Muhammadiyah 1 Gresik yang berjumlah 67 orang dengan pengambilan sampel secara total maka sampel dalam penelitian ini berjumlah 67 orang responden.

Teknik analisis data menggunakan analisis regresi linier berganda yang bertujuan untuk menghitung besarnya koefisien regresi guna menunjukkan besarnya pengaruh kompetensi, *self efficacy*, dan *locus of control* terhadap kinerja karyawan. pengujian hipotesis menggunakan uji t.

Hasil penelitian uji t dengan menggunakan SPSS diketahui bahwa variabel kompetensi berpengaruh positif dan signifikan terhadap kinerja karyawan. Variabel *self efficacy* berpengaruh positif dan signifikan terhadap kinerja karyawan. Variabel *locus of control* berpengaruh negative dan tidak signifikan terhadap kinerja karyawan.

Kata kunci : kompetensi, *self efficacy*, *locus of control*, kinerja karyawan



ABSTRACT

This research aimed to find out and analyze the effect of competence, self-efficacy, and locus of control on the employees' performance at SMA Muhammadiyah 1 Gresik. The population was education personnel and teachers of SMA Muhammadiyah 1 Gresik, consisting of 67 people. Moreover, the data collection technique used saturated sampling, which consisted of 67 respondents.

The data analysis technique used multiple linear regression. It aimed to measure the number of regression coefficients in order to show how the effect of competence, self-efficacy, and locus of control on employees' performance. Furthermore, the result of the F-test showed that the regression model could be used to find out the employees' performance. Additionally, the hypothesis test used a t-test.

The result of the t-test which used SPSS 22, concluded that competence had a significant effect on the employees' performance. Likewise, self-efficacy had a significant effect on the employees' performance. On the other hand, locus of control had an insignificant effect on the employees' performance.

Keywords: *Competence, Self-Efficacy, Locus of control, Employees' Performance*



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11/8/22

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