

ABSTRAK

Penelitian ini bertujuan mengetahui dan menganalisis pengaruh *self efficacy*, pelatihan, dan pengembangan karier terhadap kinerja karyawan pada Wisata Mangrove Wonorejo Surabaya

Penelitian yang telah digunakan di dalam penelitian ini yaitu kuantitatif. Populasi yang digunakan di dalam penelitian ini adalah karyawan Wisata Mangrove Wonorejo Surabaya. Data yang digunakan yaitu data primer. Pengambilan sampel yang telah digunakan di dalam penelitian ini dengan sampling jenuh. Pengumpulan data digunakan dengan penyebaran kuesioner dengan jumlah sampel sebanyak 50 responden.

Analisis yang digunakan di dalam penelitian ini adalah teknik analisis regresi linear berganda, dengan menggunakan alat bantu SPSS (*Statistical Product and Service Solution*) versi 23.0. Hasil penelitian menunjukkan bahwa *self efficacy*, pelatihan berpengaruh positif dan signifikan terhadap kinerja karyawan, sedangkan pengembangan karier berpengaruh negatif dan tidak signifikan terhadap kinerja karyawan. Hasil dari koefisien determinasi (*R square*) sebesar 0,523 atau 52,3% dan 47,7% dijelaskan oleh variabel lain yang tidak dimasukkan dalam model ini.

Kata kunci: *self efficacy*, pelatihan, pengembangan karier, kinerja karyawan

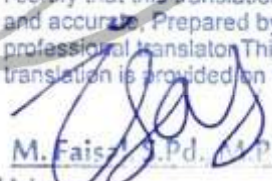
ABSTRACT

This research aimed to find out and analyze the effect of self-efficacy, training, and career development on the employees' performance at Wisata Mangrove Wonorejo, Surabaya.

The research was quantitative. Moreover, the population was employees at Wisata Mangrove Wonorejo, Surabaya. The data were primary. Furthermore, the data collection technique used saturated sampling. In line with that, there were 50 respondents as the sample. Additionally, the instrument of data collection technique used questionnaires. The questionnaires were distributed to the respondents.

The data analysis technique used multiple linear regression with SPSS (Statistical Product and Service Solution) 23. In addition, the research result concluded that both self-efficacy and training had a positive and significant effect on employees' performance. However, career development had a negative and insignificant effect on employees' performance. The result of the determination coefficient (R square) of 0.523 or 52.3% and 47.7% were explained by other variables outside the research.

Keywords: Self-Efficacy, Training, Career Development, Employees' Performance

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