

ABSTRAK

Penelitian ini bertujuan untuk menganalisis Pengaruh *Self Efficacy*, *Self Esteem*, dan Lingkungan Kerja Terhadap Kinerja Karyawan.

Jenis penelitian ini adalah penelitian kuantitatif. Populasi karyawan PT *United Motors Centre Suzuki Cabang Ahmad Yani Surabaya*, maka teknik pengambilan sampel menggunakan sampel *simple random sampling* dan perhitungan *slovin* didapatkan 44 responden. Data dikumpulkan melalui *google form* kuesioner. Metode analisis yang digunakan adalah Analisis Regresi Linier Berganda dengan menggunakan *software SPSS 26*.

Hasil penelitian menunjukkan bahwa *self efficacy* berpengaruh positif dan signifikan terhadap kinerja karyawan PT *United Motors Centre Suzuki Cabang Ahmad Yani Surabaya*, *self esteem* berpengaruh positif dan signifikan terhadap kinerja karyawan PT *United Motors Centre Suzuki Cabang Ahmad Yani Surabaya*, kemudian lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT *United Motors Centre Suzuki Cabang Ahmad Yani Surabaya*.

Kata kunci: *Self Efficacy*, *Self Esteem*, Lingkungan Kerja, Kinerja Karyawan



ABSTRACT

This research aimed to analyze the effect of self-efficacy, self-esteem, and work environment on employees' performance.

The research was quantitative. Moreover, the population was employees at PT. United Motors Centre Suzuki, a branch of Ahmad Yani, Surabaya. The data collection technique used simple random sampling with the Slovin formula. In line with that, there were 44 respondents as the sample. Furthermore, the data were in form of questionnaires which were distributed through google-form. The data analysis technique used multiple linear regression with SPSS 26.

The result concluded that self-efficacy had a positive and significant effect on the employees' performance at PT. United Motors Centre Suzuki, a branch of Ahmad Yani, Surabaya. Likewise, self-esteem had a positive and significant effect on the employees' performance at PT. United Motors Centre Suzuki, a branch of Ahmad Yani, Surabaya. Similarly, the work environment had a positive and significant effect on the employees' performance at PT. United Motors Centre Suzuki, a branch of Ahmad Yani, Surabaya.

Keywords: *Self-Efficacy, Self-Esteem, Work Environment, Employees' Performance*

