

ABSTRAK

Sumber Daya Manusia (SDM) merupakan elemen penting dari sebuah organisasi atau perusahaan dalam mencapai tujuannya. Manajemen sumber daya manusia pada dasarnya mendayagunakan manusia sebagai sumber daya organisasi secara efektif dan efisien. Dalam menghadapi persaingan bisnis yang ketat pada masa sekarang sangat diperlukan sumber daya manusia yang terampil dan berkualitas. Penelitian ini bertujuan untuk mengetahui Pengaruh Motivasi, *Self Efficacy*, dan Disiplin Kerja Terhadap Kinerja Pegawai Biro Organisasi Provinsi Jawa Timur.

Penelitian ini menggunakan metode penelitian deskriptif dengan teknik analisis secara kuantitatif. Teknik pengambilan sampel penelitian ini menggunakan sampel jenuh. Populasi yang digunakan adalah pegawai golongan II-IV Biro Organisasi Provinsi Jawa Timur sebanyak 43 pegawai. Teknik pengumpulan data menggunakan kuesioner yang disebar secara langsung kepada pegawai Biro Organisasi Provinsi Jawa Timur. Model analisis yang digunakan adalah analisis regresi linier berganda dengan alat bantu SPSS (*Statistic Product and Service Solution*) versi 26.

Hasil penelitian menunjukkan bahwa motivasi berpengaruh positif dan tidak signifikan terhadap kinerja pegawai Biro Organisasi Provinsi Jawa Timur, *self efficacy* berpengaruh positif dan signifikan terhadap kinerja pegawai Biro Organisasi Provinsi Jawa Timur, dan disiplin kerja berpengaruh positif dan tidak signifikan terhadap kinerja pegawai Biro Organisasi Provinsi Jawa Timur.

Kata Kunci: Motivasi, *Self Efficacy*, Disiplin Kerja, Kinerja Pegawai.

ABSTRACT

Human resources (HR) is an important element for an organization or company in fulfilling its goal. Furthermore, human resources management utilizes humans as organizational resources effectively and efficiently. In today's rapid business competition, highly skilled and qualified human resources are needed. This research aimed to find out the effect of motivation, self-efficacy, and work discipline on the employees' performance at the Organizational Bureau Employees of East Java Province.

The research was descriptive-quantitative. Moreover, the data collection technique used saturated sampling. The population was 43 employees of the second and fourth group in the Organizational Bureau of East Java Province. Furthermore, the instrument in the data collection used questionnaires. The questionnaires were directly distributed to the employees as the sample. In addition, the data analysis technique used multiple linear regression with SPSS (Statistica; Product and Service Solution) 26.

The result showed that motivation had a positive but insignificant effect on employees' performance, However, self-efficacy had a positive and significant effect on employees' performance. In contrast, the work discipline had a positive but insignificant effect on the employees' performance at the Organizational Bureau Employees of East Java Province.

Keywords: *Motivation, Self Efficacy, Work Discipline, Employee Performance*



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