

ABSTRAK

Aulia Larasati Dewi. NIM: 2061201148. Pengaruh Pengembangan Karir, Budaya Organisasi Dan Self Efficacy Terhadap Kinerja Karyawan PT Matahari Department Store Tbk. Di bawah Bimbingan Ibu Sulistyo Setii Utami

Tujuan Penelitian ini adalah Pengaruh Pengembangan Karir, Budaya Organisasi Dan Self Efficacy Terhadap Kinerja Karyawan PT Matahari Department Store Tbk. Desain penelitian ini menggunakan kuantitatif dengan pendekatan asosiatif. Hasil penelitian ini menunjukkan dengan analisis linier berganda diperoleh nilai konstanta sebesar 1,063 yang artinya jika Pengembangan Karir, Budaya Organisasi Dan Self Efficacy tidak mengalami perubahan atau hampir mendekati 0, maka kinerja karyawan yang tercipta adalah sebesar 1,063 dan hasil tersebut tidak berubah. Dari hasil uji t variabel Pengembangan Karir terhadap Kinerja Karyawan diperoleh nilai Thitung (2,599) > Ttabel (2,012), hasil uji t variabel Budaya Organisasi terhadap Kinerja Karyawan diperoleh nilai Thitung (2,989) > ttabel (2,012), hasil uji t variabel *Self -Efficacy* terhadap Kinerja Karyawan diperoleh nilai Thitung (4,298) > ttabel (2,012), sehingga dapat dinyatakan bahwa variabel Pengembangan Karir, Budaya Organisasi Dan Self Efficacy mempunyai pengaruh terhadap Kinerja Karyawan. Hasil uji signifikan didapat nilai korelasi Pengembangan Karir 0,000, Budaya Organisasi 0,000, *Self -Efficacy* 0,000 yang berarti pengaruh variabel tersebut bersifat sangat kuat dan setelah dianalisa dengan menggunakan analisis koefisien determinasi (R^2) diperoleh hasil sebesar 0,925 (92%) sehingga dapat disimpulkan bahwa variabel Pengembangan Karir, Budaya Organisasi Dan Self Efficacy berpengaruh sebesar 92% terhadap Kinerja Karyawan sedangkan sisanya 18% yang dipengaruhi oleh faktor – faktor lain diluar variabel Pengembangan Karir, Budaya Organisasi Dan Self Efficacy terhadap Kinerja Karyawan.

Kata Kunci :Pengembangan Karir, Budaya Organisasi Dan *Self Efficacy*

ABSTRACT

Aulia Larasati Dewi. NIM: 2061201148. The Influence of Career Development, Organizational Culture and Self Efficacy on Employee Performance of PT Matahari Department Store Tbk. Under the Guidance of Mrs. Sulisty Utami

The purpose of this study is the Influence of Career Development, Organizational Culture and Self Efficacy on Employee Performance of PT Matahari Department Store Tbk. The design of this study uses a quantitative approach with an associative approach. The results of this study show that with multiple linear analysis, a constant value of 1.063 is obtained, which means that if Career Development, Organizational Culture and Self Efficacy do not change or are almost close to 0, then the employee performance created is 1.063 and the result does not change. From the results of the t-test of the Career Development variable on Employee Performance, the value of Tcount (2.599) > Ttable (2.012) was obtained, the results of the t-test of the Organizational Culture variable on Employee Performance were obtained Tcount (2.989) > ttable (2.012), so that it can be stated that the variables of Career Development, Organizational Culture and Self Efficacy have an influence on Employee Performance. The results of the significant test were obtained a correlation value of Career Development 0.000, Organizational Culture 0.000, Self-Efficacy 0.000 which means that the influence of these variables is very strong and after analysis using the determination coefficient analysis (R²) a result of 0.925 (92%) was obtained so that it can be concluded that the variables Career Development, Organizational Culture and Self Efficacy have an effect of 92% on Employee Performance while the remaining 18% is influenced by other factors outside the variables of Career Development, Organizational Culture and Self Efficacy on Employee Performance.

Keywords :P career development, organizational culture and self efficacy