

ABSTRAK

Risda Burhan. NPM 02041711088, Jurusan Manajemen Sumber Daya Manusia Fakultas Ekonomi dan Bisnis Universitas Khairun. Judul Penelitian “Pengaruh Komitmen Organisasional dan *Self Efficacy* Terhadap Kinerja Pegawai pada Pengadilan Agama Kota Ternate” di bawah bimbingan Muhammad Thahrim dan Ruslan A. Kamis

Penelitian ini bertujuan untuk menguji Pengaruh Komitmen Organisasional dan *Self Efficacy* terhadap kinerja pegawai pada Kantor Pengadilan Agama Kota Ternate. Penentuan sampel menggunakan teknik sampling jenuh, dimana teknik penentuan sampel yang menjadikan semua anggota populasi sebagai sampel. Penelitian ini memperoleh sampel sebanyak 30 pegawai PNS dan Non PNS sesuai dengan kriteria sampel penelitian. Jenis dan sumber data yang digunakan dalam penelitian ini adalah jenis data kuantitatif dan data primer. Penelitian ini menggunakan analisis regresi berganda untuk menguji pengaruh langsung variabel independen terhadap variabel dependen. Selain itu juga dilakukan uji validitas dan reliabilitas untuk mengetahui data yang akurat dan juga dilakukan uji asumsi klasik meliputi uji normalitas, multikolinearitas serta heterokedastisitas.

Hasil penelitian menunjukkan bahwa, variabel komitmen organisasional tidak berpengaruh positif dan signifikan terhadap kinerja pegawai dan variabel *self efficacy* berpengaruh positif dan signifikan terhadap kinerja pegawai, serta untuk kedua variabel independen bersama-sama berpengaruh terhadap kinerja pegawai.

Kata Kunci : *Komitmen Organisasional, Self Efficacy, Kinerja Pegawai*

ABSTRACT

Risda Burhan. NPM 02041711088, Department of Human Resource Management Faculty of Economics and Business Khairun University. The title of the study was "The Influence of Organizational Commitment and Self Efficacy on Employee Performance at the Religious Courts of Ternate City" under the guidance of Muhammad Tahrir, and Ruslan A. Kamis.

This study aims to examine the effect of Organizational Commitment and Self Efficacy on employee performance at the Religious Courts of Ternate City. Determination of the sample using a saturated sampling technique, where the sampling technique that makes all members of the population as a sample. This study obtained a sample of 30 civil servants and non civil servants according to the criteria of the research sample. The types and sources of data used in this study are quantitative data and primary data. This study uses multiple regression analysis to examine the direct effect of the independent variable on the dependent variable. In addition, validity and reliability tests were also carried out to determine accurate data and classical assumption tests were also carried out including normality, multicollinearity and heteroscedasticity tests.

The results showed that the organizational commitment variable had positive and no significant effect on employee performance and the self-efficacy variable had a positive and significant effect on employee performance, and the two independent variables jointly affected employee performance.

Keywords: Organizational Commitment, Self Efficacy, Employee Performance