

ABSTRAK

Tujuan penelitian ini untuk mengetahui pengaruh *self efficacy*, *organization culture*, dan *compensation* terhadap kinerja karyawan PT. Gadingmas Wirajaya di Sidoarjo. Populasi dan sampel penelitian merupakan karyawan PT. Gadingmas Wirajaya di Sidoarjo yang berjumlah 54. Teknik pengumpulan data yang digunakan adalah kuesioner. Analisis data yang digunakan adalah regresi linier berganda. Hasil penelitian menunjukkan bahwa *self efficacy*, *organization culture*, dan *compensation* secara simultan berpengaruh signifikan terhadap kinerja karyawan PT. Gadingmas Wirajaya di Sidoarjo. *Self efficacy*, *organization culture*, dan *compensation* memiliki kemampuan dalam mempengaruhi kinerja sebesar 56,1%, sedangkan sisanya sebesar 43,9% merupakan besarnya pengaruh dari faktor lain yang tidak dimasukkan ke dalam penelitian ini. Secara parsial *organization culture* dan *compensation* berpengaruh signifikan terhadap kinerja karyawan PT. Gadingmas Wirajaya di Sidoarjo. Sedangkan *self efficacy* secara parsial tidak berpengaruh signifikan terhadap kinerja karyawan PT. Gadingmas Wirajaya di Sidoarjo.

Kata kunci : *Self Efficacy*, *Organization Culture*, *Compensation*, Kinerja

ABSTRACT

The purpose of this study was to determine the effect of self efficacy, organization culture, and compensation on the performance of employees of PT. Gadingmas Wirajaya in Sidoarjo. The population and sample of research are employees of PT. Gadingmas Wirajaya in Sidoarjo, amounting to 54. Data collection techniques used were questionnaires. Analysis of the data used is multiple linear regression. The results showed that self efficacy, organization culture, and compensation simultaneously have a significant effect on the performance of the employees of PT. Gadingmas Wirajaya in Sidoarjo. Self efficacy, organization culture, and compensation have the ability to influence performance by 56.1%, while the remaining 43.9% is the magnitude of influence from other factors not included in this study. Partially, organizational culture and compensation have a significant effect on the performance of the employees of PT. Gadingmas Wirajaya in Sidoarjo. While partial self efficacy does not significantly influence the performance of employees of PT. Gadingmas Wirajaya in Sidoarjo.

Keywords: Self Efficacy, Organization Culture, Compensation, Performance