

ABSTRAK

Penelitian ini untuk mengetahui pengaruh budaya organisasi, pengembangan karir dan *self-efficacy* terhadap kinerja karyawan. Objek penelitian ini adalah karyawan PT. PLN (Persero) Distribusi Jakarta Raya dan Tangerang. Penelitian ini dilakukan terhadap 74 responden dengan menggunakan pendekatan deskriptif kuantitatif. Karena itu, analisis data yang digunakan adalah SEM-PLS dengan alat analisis Smart-PLS.

Hasil penelitian ini menunjukkan bahwa variabel budaya organisasi dan variabel pengembangan karir tidak berpengaruh terhadap kinerja karyawan pada PT. PLN (Persero) Distribusi Jakarta Raya dan Tangerang. Sedangkan untuk variabel *self-efficacy* berpengaruh terhadap kinerja karyawan pada PT. PLN (Persero) Distribusi Jakarta Raya dan Tangerang.

Kata kunci : budaya organisasi, pengembangan karir, *self-efficacy*, kinerja karyawan, *Structural Equation Model* (SEM), *Partial Least Square* (PLS).



ABSTRACT

This research is to know the influence of organizational culture, career development and self-efficacy on performance of employees. The object of this research is the employees of PT PLN (Persero) distribution of Jakarta and Tangerang. This research was conducted against 74 respondents using a descriptive quantitative approach. Therefore, analysis of the data used is SEM-PLS with the analysis tool Smart-PLS.

The results of this study indicate that the variable is organizational culture and career development variables have no effect on performance of employees at PT. PLN (Persero) distribution of Jakarta and Tangerang. As for the variable self-efficacy effect on performance of employees at PT. PLN (Persero) distribution of Jakarta and Tangerang.

Key words: organizational culture, career development, self-efficacy, employee performance, Structural Equation Model (SEM), Partial Least Square (PLS).

