

ABSTRACT

This research aims to examine and analyze the influence of Organizational Culture, Career Development, and Self-Efficacy on Employee Performance at PT. Bank Mandiri, Tbk. Pulo Gadung Area. This research used quantitative analysis approach. Data collection techniques used was by giving survey questionnaires. The sampling technique used was a proportionate random sampling. Data were collected directly from the 62 respondents. The method for analyzing the data in this research was through multiple linear regression analysis. The results showed that both Organizational Culture and Career Development positively influenced the Employee Performance, but not significant; however, Self-Efficacy positively and significantly influenced the Employee Performance at PT. Bank Mandiri, Tbk. Pulo Gadung Area.

Keywords : Organizational Culture, Career Development, Self-Efficacy, and Performance Employees.



UNIVERSITAS
MERCU BUANA

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh Budaya Organisasi, Pengembangan Karir, dan *Self-Efficacy* Terhadap Kinerja Karyawan di PT. Bank Mandiri, Tbk. Area Pulo Gadung. Penelitian ini menggunakan pendekatan analisis kuantitatif. Teknik pengumpulan data yang digunakan adalah dengan memberikan kuesioner. Teknik sampling yang digunakan adalah random sampling proporsional. Data dikumpulkan langsung dari 62 responden. Metode untuk menganalisis data dalam penelitian ini adalah melalui analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa Budaya Organisasi, Pengembangan Karir positif mempengaruhi Kinerja Karyawan, tapi tidak signifikan; Namun, *Self-Efficacy* positif dan signifikan mempengaruhi Kinerja Karyawan di PT. Bank Mandiri, Tbk. Area Pulo Gadung.

Kata kunci : Budaya Organisasi, Pengembangan Karir, *Self-Efficacy* Kinerja Karyawan.

