ABSTRACT

Human Resources have an important role in a company so that the company is able to compete and continue to develop. The Human Resources Management function is the driver of Human Resources whose behaviours is influenced by many factors that will influence employee performance. Several things that influence employee performance are self-confidence, work environment, and work discipline.

This research aims to analyse self-efficacy, non-physical work environment, work discipline and employee performance at PT Finnet Indonesia and how much influence self-efficacy, non-physical work environment and work discipline have on the performance of PT Finnet Indonesia employees. The research method used is a descriptive and verification method using a quantitative approach. The population in this study were 292 permanent employees. The number of samples was determined using the Slovin formula using a minimum sample limit with a sampling error or error rate of 5%, so that 169 samples were obtained. The sampling technique used is probability sampling so that each member of the population has the same opportunity to be selected as a sample by using a questionnaire as primary or main data.

The research hypotheses that will be examined include (H1) Self-Efficacy has a significant effect on the performance of PT Finnet Indonesia employees, (H2) The non-physical work environment has a significant effect on the performance of PT Finnet Indonesia employees, (H3) Work discipline has a significant effect on the performance of PT Finnet Indonesia employees, (H4) Self-Efficacy, non-physical work environment, and work discipline have a significant effect on the performance of PT Finnet Indonesia employees. The data analysis technique used in this research is descriptive using an ordinal scale for scoring criteria for each answer to the statement and verification using the Partial Least Square (PLS) - Structural Equation Model (SEM) model.

Keywords: self-efficacy, non-physical work environment, work discipline, employee performance