

ABSTRACT

The purpose of this study was conducted to determine and analyze how self efficacy on employee performance, how work decisions on employee performance, and the effect of self efficacy and job satisfaction simultaneously and partially on employee performance at PT Mitra Adiperkasa.

This research uses quantitative methods with descriptive data analysis and causality. Sampling was carried out using the saturated sampling method, with 62 respondents. The data analysis technique used in this research is multiple linear regression statistical analysis.

Descriptive research results show that self efficacy, and job satisfaction, and employee performance at PT Mitra Adiperkasa fall into a good category. Based on the results of hypothesis testing simultaneously and partially, self efficacy and job satisfaction affect employee performance. Based on the coefficient of determination, it is found that the self efficacy and job satisfaction variables can explain the employee performance variable by 0.357 or 35.7%. Meanwhile, the remaining 64.3% of employee performance is influenced by factors outside this study.

Keywords: *self-efficacy, job satisfaction and employee performance*