

ABSTRACT

Hospitals as one of the main pillars in the health system, it is essential to have healthcare workers who excel both in technical skills and overall performance and require resources that are able to produce superior health products and services. However, the opposite happened, a phenomenon was found at Ciamis Regional Hospital that employee performance was still below the average target set by the organization, and decreased every year. Supported by a lack of self-confidence, so that performance was not optimal. Then based on the data listed in work discipline, data was obtained that in July to August 2024 employees with an average of more than 50% had not implemented discipline properly.

From the brief explanation of the phenomenon underlying this research, the study aims to assess self-efficacy, work discipline, and employee performance at Ciamis Regional General Hospital, as well as examine how self-efficacy and work discipline impact employee performance.

This study employed a descriptive method with a causal design, utilizing a quantitative approach. The participants were employees of Ciamis Regional Public Hospital. A total of 276 participants were selected using probability sampling. Data were gathered via questionnaires and analyzed quantitatively with Structural Equation Modeling (SEM) using the Smart-PLS software.

The study found that self-efficacy positively influences employee performance, and when combined with work discipline, it further enhances performance significantly.

Based on the research result, the suggestion that can be given is that Ciamis Regional Public Hospital can ensure the condition of self efficacy and work discipline with mentoring program training, provide awards for challenging task achievement, and ensure compliance with work procedures, for example with evaluation and feedback. The hope is to create good performance and create quality services.

Keywords: *Self Efficacy, Work Discipline, Employee Performance*