

**PENGARUH KOMITMEN ORGANISASI, BUDAYA ORGANISASI, DAN
SELF EFFICACY TERHADAP KINERJA KARYAWAN
PADA PT. DUTA INTIKA KAWASAKI DI KABUPATEN GIANYAR**

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh komitmen organisasi, budaya organisasi, dan *self efficacy* terhadap kinerja karyawan pada PT. Duta Intika Kawasaki Di Kabupaten Gianyar. Berdasarkan hasil observasi dan wawancara yang penulis lakukan dari PT. Duta Intika Kawasaki Gianyar, kinerja karyawan mengalami penurunan, dimana penurunan kinerja tersebut terlihat dari target penjualan sepanjang periode 2019. Penelitian ini berlokasi di PT. Duta Intika Kawasaki Gianyar berlokasi di Jln. Bypass Dharma Giri No. 888 Lingkungan Candi Baru Gianyar. Sampel yang digunakan adalah seluruh populasi sebanyak 34 karyawan pada PT. Duta Intika Kawasaki Gianyar. Teknik analisis data yang digunakan adalah Analisis Regresi Linier Berganda. Hasil penelitian menunjukkan bahwa komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan, budaya organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan, *self efficacy* diri berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata kunci: komitmen organisasi, budaya organisasi, *self efficacy*, kinerja karyawan

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ABSTRACT

This study aims to determine the effect of organizational commitment, organizational culture, and self-efficacy on employee performance at PT. Duta Intika Kawasaki Gianyar. Based on the results of observations and interviews that the author conducted with PT. Duta Intika Kawasaki Gianyar, employee performance has decreased, as can be seen from the sales target throughout the 2019 period. This research is located at PT. Duta Intika Kawasaki Gianyar, located on Jln. Bypass Dharma Giri, No. 888 Candi Baru Gianyar. The sample used is the entire population of 34 employees at PT Duta Intika Kawasaki Gianyar. The data analysis technique used is multiple linear regression analysis. The results showed that organizational commitment has a positive and significant effect on employee performance; organizational culture has a positive and significant effect on employee performance; and self-efficacy has a positive and significant effect on employee performance.

Keywords: organizational commitment, organizational culture, self-efficacy, employee performance.

