

ABSTRACT

This research analyzes the influence of leadership, self-efficacy, and organizational commitment on employee performance at Bali Mandira Beach Resort & Spa. The aim of this study is to determine the positive and significant simultaneous effects of leadership, self-efficacy, and organizational commitment on employee performance at Bali Mandira Beach Resort & Spa. This study used probability sampling with a total of 60 respondents. The data were collected using various methods such as validity tests, reliability tests, classical assumption tests, multiple linear regression tests, partial correlation tests, multiple correlation tests, coefficient of determination tests, F-tests, and t-tests. First, leadership has a significant and positive effect on employee performance (t count 2.128 > t table 1.672); second, self-efficacy has a significant and positive effect on employee performance (t count 2.578 > t table 1.672); third, organizational commitment has a significant and positive effect on employee performance (the t count 2.263 > t table 1.672); and fourth, all three have a significant effect on employee performance at the same time (F count 49.086 > F -table 2.77). Based on these results, it can be stated that leadership, self-efficacy, and organizational commitment have a significant positive and simultaneous effect on employee performance at Bali Mandira Beach Resort & Spa.

Keywords : Leadership, Self Efficacy, Commitment Organization, and Employee Performance

ABSTRAK

Penelitian ini menganalisis pengaruh kepemimpinan, *self efficacy*, dan komitmen organisasi terhadap kinerja karyawan di Bali Mandira Beach Resort & Spa. Tujuan dari penelitian ini adalah untuk mengetahui pengaruh positif dan signifikan serta simultan kepemimpinan, efikasi diri, dan komitmen organisasi terhadap kinerja karyawan di Bali Mandira Beach Resort & Spa. Sampel yang digunakan dalam penelitian ini adalah probabilitas sampling dengan jumlah 60 responden. Analisis data menggunakan Uji Validitas, Uji Reliabilitas, Uji Asumsi Klasik, Analisis Regresi Linier Berganda, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Uji Koefisien determinasi, Uji F dan Uji t. Hasil penelitian menemukan bahwa (1) kepemimpinan berpengaruh signifikan dan positif terhadap kinerja karyawan diperoleh $t_{hitung} 2,128 > t_{tabel} 1,672$, (2) *self efficacy* berpengaruh signifikan dan positif terhadap kinerja karyawan diperoleh $t_{hitung} 2,578 > 1,672 t_{tabel}$, (3) komitmen organisasi berpengaruh signifikan dan positif terhadap kinerja karyawan, diperoleh $t_{hitung} 2,263 > t_{tabel} 1,672$ dan (4) secara simultan kepemimpinan, *self efficacy*, dan komitmen organisasi berpengaruh signifikan terhadap kinerja karyawan, diperoleh $F_{hitung} 49,086 > 2,77 F_{tabel}$. Berdasarkan hasil tersebut, dapat dikatakan bahwa kepemimpinan, *self efficacy*, dan komitmen organisasi berpengaruh signifikan dan positif serta simultan terhadap kinerja karyawan di Bali Mandira Beach Resort & Spa.

Kata Kunci : Kepemimpinan, *Self Efficacy*, Komitmen Organisasi, dan Kinerja Karyawan