

## ABSTRACT

**Prayugo, Muchammad Inggit.** 2013. The Relationship of Self Determination toward Employee Performance PT. PLN (Persero) Malang Area. Thesis., Faculty of Psychology, The State Islamic University of Maulana Malik Ibrahim Malang

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Human are the components / machinery that is fundamental to a company / business, as well as increasingly sophisticated technology and thrive, it needs a good performance as well as to manage the technologies that are increasingly sophisticated in order to run more optimally. Works well not only because of the salary or money, but there are more important that the performance due to an increase in personal skills.

Performance is an individual readiness in executing organizational duties which given and can be implemented with a natural ability or capacity gained from the process of learning and also desire for have achievement.

Self Determination (SDT) is the ability to control the behavior that comes from within the individual that does not come from outside the individual where decisions are not influenced by external factors and the tendency of individuals to seek new knowledge about yourself which will be applied in the activities relating to others.

The study was conducted at PT. PLN (Persero) Malang area in order to determine the relationship of self-determination on employee performance. Methods used in data collection methods in the form of scale questionnaire. Scale study consisted of two scales, namely self-determination and performance of employees, each consisting of 22 and 18 aitem.

The purpose of the study is to examine the relationship between organizational culture with employee performance. This research is quantitative research. The research was conducted at PT. PLN (Persero) Malang Area. With a population of 70 employees and a widespread scale only 55.

Based on the analysis of the study found the following results: the organizational cultural variables produce 6 employees (10.9%) had a high sense of self-determination, 43 employees (78.2%) had moderate self-determination, and 6 employees (10.9%) have low self determination. While employee performance variables produce 4 employees (7.3%) had a high level, 46 employees (83.6%) had a moderate level, and 5 employees (9.1%) had a low level.

The results of organizational culture and performance yield that there is a positive correlation ( $R_{xy} 0600$ ; with sig  $<0:05$ ). That is, the relationship between the variables self-determination and positive employee performance is significant to get the value of 0.000 and significance value Sig. (2-tailed) is below or less than 0.05. Effective contribution or predictive power of self-determination to the employee performance shown by the determinant coefficient  $R^2 = 0.360$ , which means that 36% of the employee's performance is determined by self-determination and 64% influenced by other factors.