

## ABSTRACT

Lukmada, Ikmal Burdah. (2012). Self Efficacy relations with the Organization commitment PT.Jadi Abadi Corak Biscuit Surabaya. Thesis. Faculty of Psychology State Islamic University of Maulana Malik Ibrahim Malang. Advisor.Andik Roni Irawan,M.Si.Psi

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Self-efficacy is the confidence of his own ability to show of behavior that would lead to the achievement of expected results. The existence of high self-efficacy on individual self is characterized by three main features of self-perception, self-evaluation and regulation of behavior. Self-efficacy issues in the corporate organization becomes an important phenomenon observed since the start of the demands for the ability to maintain its position in a job where it describes the ability to commit the organization within the company. with this self-efficacy showed to the hypothesis of self-efficacy relationship with organizational commitment of employees. To test the hypothesis that the research conducted under the title "Self-Efficacy Relationships with Organizational Commitment employees of PT. Jadi Abadi Corak Biscuit Surabaya "the study was conducted at them with office staff as a research subject, the formulation of the problem: Are there self-efficacy relationship with the organization's commitment to them. The purpose of this research are: Knowing the relationship between self-efficacy of employees to the amount of organizational commitment that exists in there as to support the company's goal to conquer the challenges so they can keep moving forward with healthy competition. This study uses a quantitative approach with a quantitative correlation, take a sample of employees and office setting it as the subject of study 60 people with two variables namely self-efficacy independent variables and the dependent variable of organizational commitment of employees. Samples were taken with a random sample. Data collection using questionnaire techniques. To calculate validity and reliability using Cronbach alpha technique for the analysis of data while using the technique percent.

From the research results obtained by 60 respondents are 48 categories of employees have self-efficacy medium, 7 employees have high self-efficacy and 5 people have low self-efficacy. The analysis of the performance levels of employees from the 60 respondents there were 46 employees (76.7%), which means being committed to the organization, while eight employees (13.3%) in the high category, which means having high organizational commitment, and six employees (10%) fall into this category low. While the significant correlation of the results of the calculation  $t_{0,000}$ . Value significantly  $t$  here smaller than  $\alpha = 5\%$  ( $0.000 \leq 0,05$ ). So it can be concluded, there is a significant relationship between self-efficacy with office employee organizational commitment PT. Jadi Abadi Corak Biscuit Surabaya, from the hypothesis that there is a significant relationship between self-efficacy with office employee organizational commitment accepted.