

ABSTRACT

Hebbi Endar Sapvriti. 2015, Thesis. Title: The Effect of Self Efficacy and Career Development of the employees' performance PT.TEKOM Malang.
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keyword : Self Efficacy, career development, employee's performance

In the progress of time that led to the era of globalization the role of humans as the human resources within the organization are required to compete as an economic determinant. Increasingly rapid technological development of human resources required to more advanced and capable as a driver of the business world. With the human resources necessary to implement the self-confidence of workers in performing the task, also planning a career for the future. High self-efficacy will give confidence in doing tasks, and boost capability. Career development is very influential in the performance of employees, good career planning and support companies produce good employee performance. The purpose of this research know the effect of self-efficacy and career development on employee performance. This study, entitled "Effects of Self Efficacy and Career Development of the employees' performance PT.TEKOM Malang.

This study uses a type of explanation (explanatory research). Explaining the relationship variables to test the hypothesis. This study uses a quantitative approach. Object of research is the employee PT.TELKOM Malang with sample 63 people, the population of 171 people. With data analysis through classic assumption test, validity and reliability, and multiple linear regression test.

Based on the results of the study showed that simultaneous (F test) self-efficacy and career development affect the performance of the employee. Based on t test, Partially self-efficacy and career development paqda affect employee performance. In conclusion, if self-efficacy as well as the career development of employees PT.Telkom improved the performance will also increase. PT.Telkom advised to pay more attention to self-efficacy and career development of the employees.