

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh self esteem, self efficacy, dan disiplin kerja terhadap kinerja pegawai pada Dinas Pendidikan dan Kebudayaan Kabupaten Cilacap. Permasalahan dalam penelitian ini didasarkan pada masih rendahnya tingkat kepercayaan diri, keyakinan kemampuan diri, serta kedisiplinan kerja pegawai yang berdampak pada belum optimalnya kinerja pegawai. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Populasi penelitian adalah pegawai Dinas Pendidikan dan Kebudayaan Kabupaten Cilacap dengan teknik pengambilan sampel menggunakan metode tertentu sesuai kebutuhan penelitian. Pengumpulan data dilakukan melalui penyebaran kuesioner, sedangkan analisis data menggunakan Structural Equation Modeling (SEM) berbasis Partial Least Square (PLS). Hasil penelitian menunjukkan bahwa self esteem berpengaruh positif dan signifikan terhadap kinerja pegawai. Self efficacy juga berpengaruh positif dan signifikan terhadap kinerja pegawai. Selain itu, disiplin kerja memiliki pengaruh positif dan signifikan terhadap kinerja pegawai. Secara simultan, self esteem, self efficacy, dan disiplin kerja berpengaruh signifikan terhadap kinerja pegawai Dinas Pendidikan dan Kebudayaan Kabupaten Cilacap. Temuan penelitian ini menunjukkan bahwa peningkatan kepercayaan diri, keyakinan terhadap kemampuan diri, dan kedisiplinan kerja dapat meningkatkan kualitas kinerja pegawai dalam melaksanakan tugas dan tanggung jawab organisasi.

Kata Kunci: self esteem, self efficacy, disiplin kerja, kinerja pegawai, manajemen sumber daya manusia.

ABSTRACT

This study aims to analyze the influence of self-esteem, self-efficacy, and work discipline on employee performance at the Department of Education and Culture of Cilacap Regency. The problems in this study are based on the low level of self-confidence, belief in personal abilities, and work discipline among employees, which affects the optimization of employee performance. This research employed a quantitative approach using a survey method. The population consisted of employees of the Department of Education and Culture of Cilacap Regency, with sampling techniques adjusted to the research needs. Data were collected through questionnaires and analyzed using Structural Equation Modeling (SEM) based on Partial Least Square (PLS). The results showed that self-esteem has a positive and significant effect on employee performance. Self-efficacy also has a positive and significant effect on employee performance. In addition, work discipline has a positive and significant effect on employee performance. Simultaneously, self-esteem, self-efficacy, and work discipline significantly influence the performance of employees at the Department of Education and Culture of Cilacap Regency. The findings indicate that improving self-confidence, belief in personal abilities, and work discipline can enhance the quality of employee performance in carrying out organizational duties and responsibilities.

Keywords: self-esteem, self-efficacy, work discipline, employee performance, human resource management.