

**The impact of Self Efficacy, Work Motivation , and Job Satisfaction
to Employee Performance to PT. Sinar Kreatif Indonesia Surabaya**

Thesis for S-1



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**THE IMPACT OF SELF EFFICACY JOB SATISFACTION AND
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SINAR KREATIF INDONESIA SURABAYA**

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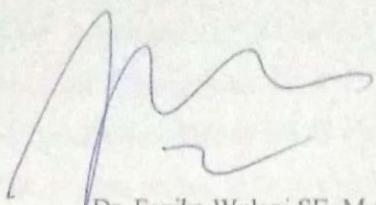
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FOREWORDS

First of all the author would like to praise and thank God for all of His grace, help, love, and guidance during the final task, so the author can finish her thesis with the title “The impact of Self Efficacy, Work Motivation , and Job Satisfaction to Employee Performance to PT. Sinar Kreatif Indonesia Surabaya“ can obtain a degree in Management at the Faculty of Business Management Department of Widya Mandala Catholic University in Surabaya. The final report will not work accordingly without any help, guidance, and support from many parties that involved in this thesis. Therefore, the author would like to thank:

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Surabaya, 20 June 2019

Researcher,

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REFRENCE

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ABSTRAK

Tujuan dari penelitian ini akan bermanfaat sebagai pertimbangan bagi manajemen PT. Sinar Kreatif Indonesia di Surabaya memperhatikan peningkatan kinerja karyawan untuk efikasi diri, kepuasan kerja, dan motivasi kerja terhadap kinerja karyawan. Penelitian ini adalah penelitian kuantitatif dimana penulis memberikan Kuisioner untuk mengumpulkan beberapa data acak di PT. Sinar Kreatif Indonesia. Akan ada 50 populasi terpilih, yang disebut sampel. Sampel ini akan diproses oleh SPSS untuk menentukan hubungan antar variabel. Implikasi untuk penelitian dan praktik dibahas.

Berdasarkan hasil pengujian hipotesis dalam penelitian ini efikasi diri telah terbukti memiliki pengaruh positif dan signifikan terhadap Kinerja Karyawan. Dengan demikian dapat diartikan, semakin tinggi Efikasi Diri, semakin besar kemungkinan untuk meningkatkan Kinerja Karyawan. Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Dengan demikian dapat diartikan, semakin tinggi Motivasi Kerja, semakin besar kemungkinan untuk meningkatkan Kinerja Karyawan. Kepuasan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Dengan demikian dapat diartikan, semakin tinggi Kepuasan Kerja, semakin besar kemungkinan untuk meningkatkan Kinerja Karyawan.

Kata Kunci: Efikasi Diri, Motivasi Kerja, Kepuasaan Kerja, Kinerja Pegawai.

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ABSTRACT

The purpose of this study will be useful as a consideration for the management of PT. Sinar Kreatif Indonesia in Surabaya pays attention to improving employee performance for self-efficacy, job satisfaction, and work motivation on employee performance. This research is a quantitative study in which the authors provide a questionnaire to collect some random data at PT. Sinar Kreatif Indonesia. There will be 50 selected populations, called samples. This sample will be processed by SPSS to determine the relationship between variables. Implications for research and practice are discussed.

Based on the results of testing the hypothesis in this study self-efficacy has been shown to have a positive and significant effect on Employee Performance. Thus it can be interpreted, the higher the Self-Efficacy, the more likely it is to improve Employee Performance. Work motivation has a positive and significant effect on employee performance. Thus it can be interpreted, the higher the Work Motivation, the more likely it is to improve Employee Performance. Job Satisfaction has a positive and significant effect on employee performance. Thus it can be interpreted, the higher the Job Satisfaction, the more likely it is to improve Employee Performance.

Keywords: Self-Efficacy, Work Motivation, Job Satisfaction, Employee Performance.