

**DAMAR PRAYOGA, NO BP 15101155310012, Manajemen (2018), Pengaruh Self efficacy, Locus Of Control Dan Goal Commitment Terhadap Kepuasan Kerja Karyawan PT. Bumi Sarimas Indonesia Padang Pariaman dibawah bimbingan bapak Dr. Yulasmi, SE,MM.dan Ibu Marta Widian Sari, SE,MM**

## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh *self efficacy, locus of control dan goal commitment* terhadap kepuasan kerja karyawan PT. Bumi Sarimas Indonesia Padang Pariaman. Metode pengumpulan data pada penelitian ini adalah dengan menggunakan kuesioner, populasi dan sampel dalam penelitian ini sebanyak 85 responden.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh: (a) terdapat pengaruh positif dan signifikan antara self efficacy terhadap kepuasan kerja. (b) Terdapat pengaruh positif dan signifikan antara locus of control terhadap kepuasan kerja.(c) Terdapat pengaruh positif dan signifikan antara goal commitment terhadap kepuasan kerja. Kemudian berdasarkan uji hipotesis secara bersama-sama (Uji F) dapat diketahui bahwa Terdapat pengaruh positif dan signifikan antara self efficacy, locus of control dan goal commitment terhadap kepuasan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja. Hal ini menunjukkan bahawa besarnya persentase kontribusi variabel self efficacy, locus of control dan goal commitment terhadap kepuasan kerja adalah sebesar 56,3% sisanya 43,7% dipengaruhi oleh variabel lain di luar penelitian ini.

Akhirnya penulis menyarankan kepada PT. Bumi Sarimas Indonesia Padang-Pariaman untuk dapat meningkatkan *self efficacy, locus of control dan goal commitment*

**Kata Kunci :** *self efficacy, locus of control, goal commitment* dan kepuasan kerja

**DAMAR PRAYOGA, NO BP 15101155310012, Management (2018), The Effect Of Self Efficacy, Locus Of Control And Goal Commitment On Job Satisfaction Of PT. Bumi Sarimas Indonesia in Padang Pariaman under the guidance of Mr. Dr. Yulasmi, SE, MM. and Mrs. Marta Widian Sari, SE, MM**

#### **ABSTRACT**

*This study aims to determine how much influence self-efficacy, locus of control and goal commitment on job satisfaction of employees of PT. Bumi Sarimas Indonesia Padang Pariaman. The method of data collection in this study is to use a questionnaire, population and sample in this study as many as 85 respondents.*

*The results obtained based on Partial Test (*t* test) were obtained: (a) there is a positive and significant influence between self efficacy on job satisfaction. (b) There is a positive and significant influence between locus of control on crunch satisfaction. (c) There is a positive and significant influence between goal commitment and job satisfaction. Then based on hypothesis testing together (Test F) can be seen that there is a positive and significant influence between self efficacy, locus of control and goal commitment to job satisfaction has a positive and significant effect on job satisfaction. This shows that the magnitude of the percentage contribution of the variables of self efficacy, locus of control and goal commitment to job satisfaction is equal to 56.3%, the remaining 43.7% is influenced by other variables outside of this study.*

*Finally the author suggested to PT. Bumi Sarimas Indonesia Padang-Pariaman to be able to improve self efficacy, locus of control and goal commitment*

*Keyword : self efficacy, locus of control, goal commitment and job satisfaction*