

## ABSTRACT

**Thia Sriharmi**, No. BP 2017422055, Master of Management UPI "YPTK" Padang, doing research with the title "The Effect of *Empowerment*, *Self Efficacy*, Organizational Culture on Performance Executive Team System Service and Referral Integrated in the Department of Social Welfare, Women's Empowerment and Child Protection Pesisir Selatan Regency", in under the guidance of Prof. Dr. Ir. Anoesyirwan Moeins, MSc, MM as a supervisor I and Dr. H. Elfiswandi, SE, MM, Ak, CA as a supervisor II.

This study aims to identify and analyze the influence of Empowerment, Self Efficacy, Organizational Culture of the Executive Team performance and Referral Service Integrated Systems at the Department of Social, Women's Empowerment and Child Protection Pesisir Selatan Regency either simultaneously or partially.

The population in this study is all implementation team members and referral service system integrated in the Department of Social Welfare, Women's Empowerment and Child Protection South Coastal District which amounts to 108 people, The samples used were as many as 78 members of the team using census techniques. Data analysis techniques used in this research is multiple linear regression with SPSS version 23.

The result of the test analysis results proved that: 1) *Empowerment* positive and significant effect on the performance of the team. 2) *Self Efficacy* positive and significant effect on the performance of the team. 3) Cultural Organization positive and significant effect on the performance of the team. While the results of the analysis prove *Empowerment*, *Self Efficacy* and Cultural Organization has a positive and significant effect on Performance Executive Team System Service and Referral Integrated in the Department of Social Welfare, Women's Empowerment and Child Protection Pesisir Selatan Regency. The contributions effect of these three variables on the performance of the team is 73.3% while the remaining 26.7% is influenced by other variables not included in this study.

Suggested to the Department of Social Welfare, Women's Empowerment and Child Protection Pesisir Selatan Regency to improve Empowerment, improve Self Efficacy and Cultural Organization for the performance increases.

**Keywords:** *Empowerment, Self Efficacy, Organizational Culture and Performance Team*