

ABSTRAK

Hendra Seprianto, No.BP 16101155310621, Manajemen Fakultas Ekonomi dan Bisnis, Pengaruh *Self Efficacy, Locus Of Control Dan Goal Commitment Terhadap Etos Kerja Karyawan*” (Studi Kasus Pada PT. Sumatera Tropical Spice), dibawah bimbingan Ibu Dr. Lusiana, SE., MM dan Chintya Ones Charli, SE., MM.

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh *Self Efficacy, Locus Of Control Dan Goal Commitment Terhadap Etos Kerja Karyawan*” (Studi Kasus Pada PT. Sumatera Tropical Spice). Metode pengumpulan data melalui survei dan mengedarkan kuisisioner, dengan sampel 76 responden. Teknik pengambilan sampel yaitu menggunakan *non probability sampling* dengan *purposive sampling*. Metode analisis yang digunakan adalah analisis korelasi dan regresi linear berganda menggunakan SPSS 21.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh *Self Efficacy, Locus Of Control Dan Goal Commitment* secara parsial berpengaruh signifikan terhadap Etos Kerja. Serta secara simultan *Self Efficacy, Locus Of Control Dan Goal Commitment* secara parsial berpengaruh signifikan terhadap Etos Kerja.

Kontibusi sumbangan variabel *independen Self Efficacy, Locus Of Control, Goal Commitment* terhadap variabel *dependen* Etos Kerja adalah sebesar 66,0%. Sedangkan sisanya adalah sebesar 34,0% dipengaruhi oleh variabel lain di luar penelitian ini.

Kata Kunci : *Self Efficacy, Locus Of Control, Goal Commitment, Etos Kerja*

ABSTRACT

Hendra Seprianto, No.BP 16101155310621, Management of the Faculty of Economics and Business, The Influence of Self Efficacy, Locus of Control and Goal Commitment on Employee Work Ethics "(Case Study at PT. Sumatera Tropical Spice), under the guidance of Dr. Lusiana, SE., MM and Chintya Ones Charli, SE., MM.

This study aims to examine how much influence self-efficacy, locus of control and goal commitment on employee work ethics (a case study at PT. Sumatera Tropical Spice). Methods of data collection through surveys and distributing questionnaires, with a sample of 76 respondents. The sampling technique used was non-probability sampling with purposive sampling. The analytical method used is correlation analysis and multiple linear regression using SPSS 21.

The results of the research obtained based on the partial test (t test) obtained that Self-efficacy, Locus of Control and Goal Commitment partially have a significant effect on work ethic. As well as simultaneously Self-efficacy, Locus of Control and Goal Commitment partially have a significant effect on work ethic. The contribution of the independent variable Self Efficacy, Locus Of Control, Goal Commitment to the dependent variable Work Ethic is 66.0%. While the rest is 34.0% influenced by other variables outside this study.

Keywords: Self Efficacy, Locus Of Control, Goal Commitment, Work Ethic