

ABSTRACT

"Kinerja" comes from job performance or the actual performance, which means job achievements attained by a person. The definition of the performance or often called job performance is the result of the quality and quantity of work accomplished by employee in performing their functions based on their responsibilities. "Kinerja" as job performance is related to attitudes and behavior of employees (self concept) in the work. These self concept factors are classified into self esteem and self efficacy.

This study aimed to analyze the influence of self-efficacy and self-esteem of the individual performance of employees of PT. Finnet Indonesia in 2016. Data were obtained from the method of presentation of data from the respondents (questionnaire with 45 statements), as well as other research relefan with the object under study, in this case the primary data from PT. Finnet Indonesia.

Furthermore, the data will be examined through statistical analysis techniques. The technique used in this research is multiple regression analysis using SPSS version 20. The unit of analysis in this study was a sample of 167 employees at PT. Finnet Indonesia. The findings of this study indicate that the independent variabels consisting of self-efficacy and selfesteem simultaneously significant effect on the performance of employees of PT. Finnet Indonesia. This is evidenced by the significant partial effect on the performance of individual employees. This is evidenced by the results of the t test, partially independent variabels affect each dependent variabel if the significance level of 0.05 and above under ttabel ± 1.974 . Self esteem with a significance level of 7,577 t_{hitung} and self efficacy with a significance level t_{hitung} 3,587. The most dominant variabel affecting the productivity of employees is the variabel self esteem. This is evidenced by the Beta coefficient of self esteem that is greater than the self efficacy is 0.38.

Keywords: self efficacy, self esteem, individual performance of employees