

ABSTRACT

The banking industry shows a trend of increasing competition. This then encourages every bank to improve its performance and performance in order to be able to create the maximum possible market reach as sought by PT Bank Negara Indonesia (Persero) Rengat branch office. One of the factors that can improve employee performance is by providing work motivation and self-efficacy. The aim of this study was to determine and analyze the effect of self-efficacy on employee performance through work motivation at PT Bank Negara Indonesia (Persero) Tbk Rengat Branch.

The method used in this research is quantitative with descriptive and causality research types and the SEM-PLS analysis method. The sampling technique used is saturated sampling technique which is included in non-probability sampling with the number of samples as many as 55 employees of PT Bank Negara Indonesia Rengat Branch.

Based on the results of the descriptive analysis on self-efficacy, employee motivation and employee performance are already in the good category and the results of the study can be concluded that self-efficacy has no significant effect on employee performance, self-efficacy has a significant effect on work motivation, motivation has a significant effect on employee performance and self-efficacy significant effect on performance through employee motivation of PT Bank Negara Indonesia (Persero) Tbk Rengat Branch.

Keywords: Self Efficacy, Work Motivation, Employee Performance.