

RINGKASAN

Penelitian ini berjudul: Pengaruh Pelatihan Kerja, Motivasi Intrinsik, Dan Self Efficacy Terhadap Kinerja Karyawan (Studi Pada Head Office PT. PERTAMINA RU IV Cilacap).

Tujuan penelitian adalah mengetahui faktor-faktor yang memengaruhi kinerja karyawan pada PT. Pertamina Refinery Unit IV Cilacap, mengetahui pengaruh pelatihan kerja terhadap kinerja karyawan pada PT. Pertamina Refinery Unit IV Cilacap, dan mengetahui pengaruh motivasi intrinsik terhadap kinerja karyawan pada PT Pertamina Refinery Unit IV Cilacap.

Sampel penelitian ini adalah 32 responden dari populasi seluruh staf karyawan head office PT. PERTAMINA RU IV Cilacap yang berjumlah 32 orang dengan pengambilan sampel menggunakan teknis *sampling* jenuh (sensus).

Hipotesis yang diajukan adalah Pelatihan kerja berpengaruh positif terhadap kinerja karyawan, Motivasi Intrinsik berpengaruh positif terhadap kinerja karyawan, *Self Efficacy* berpengaruh positif terhadap kinerja karyawan.

Alat analisis yang digunakan adalah analisis regresi sederhana dan analisis regresi berganda dengan uji *Adjusted R Square* (R^2_{adj}), Uji F dan Uji T.

Berdasarkan hasil penelitian dapat disimpulkan bahwa pelatihan kerja motivasi intrinsik, dan self efficacy berpengaruh positif terhadap kinerja karyawan.

Kata kunci: Pelatihan, Motivasi Intrinsik, Self Efficacy, Kinerja.

SUMMARY

This research entitled: The Effect of Job Training, Intrinsic Motivation, and Self Efficacy on Employee Performance (Study at the Head Office of PT. PERTAMINA RU IV Cilacap).

The research objective was to know the factors that affect the performance of employees at PT. Pertamina Refinery Unit IV Cilacap, knowing the effect of job training on employee performance at PT. Pertamina Refinery Unit IV Cilacap, and determine the effect of intrinsic motivation on employee performance at PT Pertamina Refinery Unit IV Cilacap.

The sample of this study was 32 respondents from the entire population of head office employees of PT. PERTAMINA RU IV Cilacap, amounting to 32 people with sampling using saturated sampling technique (census).

The hypothesis proposed is Job training has a positive effect on employee performance, Intrinsic Motivation has a positive effect on employee performance, Self Efficacy has a positive effect on employee performance.

The analysis tools used are simple regression analysis and multiple regression analysis with the Adjusted R Square (R^2_{adj}) test, F test and T test.

Based on the results of the study It was concluded that job training, intrinsic motivation and self-efficacy had a positive effect on employee performance.

Keywords: Training, Intrinsic Motivation, Self Efficacy, Performance.