

PENGARUH *SELF-EFFICACY* DAN KOMPETENSI TERHADAP KOMITMEN ORGANISASI PEGAWAI BADAN KEPEGAWAIAN DAN PENGEMBANGAN SUMBER DAYA MANUSIA (BKPSDM) KABUPATEN BADUNG

Oleh:

I Putu Febri Candra Dharmaja, NIM 2217041107

Jurusan Manajemen

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh *self-efficacy* dan kompetensi terhadap komitmen organisasi pegawai Badan Kepegawaian dan Pengembangan Sumber Daya Manusia (BKPSDM) Kabupaten Badung. Penelitian menggunakan pendekatan kuantitatif kausal dengan melibatkan 83 pegawai sebagai populasi. Data dikumpulkan menggunakan kuesioner skala likert dan dianalisis dengan regresi linier berganda. Hasil penelitian menunjukkan bahwa *self-efficacy* dan kompetensi secara simultan berpengaruh signifikan terhadap komitmen organisasi. Secara parsial, *self-efficacy* berpengaruh positif dan signifikan terhadap komitmen organisasi, sedangkan kompetensi juga berpengaruh positif dan signifikan. Kompetensi merupakan variabel yang memiliki pengaruh paling dominan terhadap komitmen organisasi. Hasil uji koefisien determinasi menunjukkan bahwa *self-efficacy* dan kompetensi mampu menjelaskan variasi komitmen organisasi. Temuan ini menegaskan pentingnya peningkatan keyakinan diri dan kompetensi pegawai untuk memperkuat komitmen organisasi.

Kata kunci: *self-efficacy, kompetensi, komitmen organisasi, BKPSDM*

THE INFLUENCE OF SELF-EFFICACY AND COMPETENCE ON THE ORGANIZATIONAL COMMITMENT OF EMPLOYEES AT THE BADUNG REGENCY PERSONNEL AND HUMAN RESOURCES DEVELOPMENT AGENCY (BKPSDM)

By:

I Putu Febri Candra Dharmaja, NIM 2217041107

Jurusan Manajemen

ABSTRACT

This study aims to examine the influence of self-efficacy and competence on the organizational commitment of employees at the Regional Civil Service and Human Resources Development Agency (BKPSDM) of Badung Regency. The study employed a causal quantitative approach involving 83 employees as the research population. Data were collected using a Likert-scale questionnaire and analyzed through multiple linear regression. The results indicate that self-efficacy and competence simultaneously have a significant effect on organizational commitment. Partially, self-efficacy has a positive and significant effect on organizational commitment, while competence also has a positive and significant effect on organizational commitment. Competence is the variable with the most dominant influence on organizational commitment. Furthermore, the coefficient of determination test shows that self-efficacy and competence are able to explain the variation in organizational commitment. These findings highlight the importance of enhancing employees' self-efficacy and competence to strengthen organizational commitment.

Keywords: *self-efficacy, competence, organizational commitment, BKPSDM.*