

The Influence of Organizational Culture, Locus of Control and Self Efficacy on the Performance of Civil Servants of Education Personnel

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Abstract

This study aims to: (1) Analyze the influence of organizational culture on the performance of Civil Servant Education Personnel at the Ujung Pandang State Polytechnic office; (2) Analyzing the impact of the power of Locus of Control on the Performance of Civil Servant Education Personnel at the Ujung Pandang State Polytechnic Office; (3) Analyze the effect of Self Efficacy on the Performance of Civil Servant Education Personnel at the Ujung Pandang State Polytechnic Office. Civil servants of education personnel at the Ujung Pandang State Polytechnic Office are the object by using organizational culture, a system adopted by the organization, and the locus of control and self-efficacy as a trait personality. This study combines the procedure adopted and individual character to measure employee performance. The method used in this research is a quantitative approach. Sampling in this study used a probability sampling technique with the Slovin formula so that the sample size was 114 people. The data were collected through a questionnaire and then analyzed using the Structural Equation Model (SEM) method using the Smart PLS application.

Keywords:

Organizational Culture, Locus of Control, Self-Efficacy, Civil Servants Performance, Education Personnel

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