

ABSTRACT

THE INFLUENCE OF NON-FINANCIAL PERFORMANCE MEASUREMENT SYSTEM, JOB SATISFACTION, AND SELF EFFICACY TO EMPLOYEE PERFORMANCE

(Studies In The University Of Lampung)

By

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This study aims to find empirical evidence of the influence of non- financial performance measurement system, job satisfaction and self efficacy to employee performance . The study consists of one independent variable and three dependent variables . The independent variable of this study was the non-financial performance measurement system , while the dependent variable in this study are the job satisfaction , self-efficacy and performance of employees .

The sample in this study amounted to 90 respondents using purposive sampling method , the sample selection by certain criteria . The data were collected using a questionnaire conducted by distributing questionnaires directly to the respondents. After the data collected, then the data were analyzed using SEM (Structural Equation Modeling) with statistical tools PLS (Partial Least Square) with the help of software Smart PLS .

Based on the results of data processing, it is known that there is a significant and positive effect on the non - financial performance measurement variable towards self efficacy variable, as well as the effect of job satisfaction variables on employee performance . Results of hypotheses examination 1 and 5 obtained were not significant results from the non - financial performance measurement variable towards job satisfaction variable, as well as non - financial performance measurement variable towards performance of employees .

Keywords : Non-financial performance measurements, job satisfaction, self efficacy and employees performance.

ABSTRAK

PENGARUH SISTEM PENGUKURAN KINERJA NON-FINANSIAL, KEPUASAN KERJA DAN *SELF EFFICACY* TERHADAP KINERJA KARYAWAN (Studi Pada Universitas Lampung)

Oleh

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Penelitian ini bertujuan untuk mencari bukti empiris pengaruh sistem pengukuran kinerja non-finansial, kepuasan kerja dan *self efficacy* terhadap kinerja karyawan. Penelitian ini terdiri dari satu variabel independen dan tiga variabel dependen. Variabel independen penelitian ini adalah pengukuran kinerja non-finansial, sedangkan variabel dependen dalam penelitian ini adalah kepuasan kerja, *self efficacy* dan kinerja karyawan.

Sampel dalam penelitian ini berjumlah 90 responden dengan menggunakan metode *purposive sampling*, yaitu pemilihan sampel dengan kriteria tertentu. Data dikumpulkan menggunakan metode survey kuesioner yang dilakukan dengan menyebarkan kuesioner langsung kepada responden. Setelah data terkumpul maka dilakukan analisis data menggunakan SEM (*Structural Equation Modeling*) dengan alat statistik PLS (*Partial Least Square*) dengan bantuan software SmartPLS.

Berdasarkan hasil pengolahan data tersebut diketahui bahwa ada pengaruh positif dan signifikan dari variabel pengukuran kinerja non-finansial terhadap variabel *self efficacy*, demikian juga pengaruh dari variabel kepuasan kerja terhadap kinerja karyawan. Hasil uji hipotesis 1 dan 5 didapat hasil yang tidak signifikan dari variabel pengukuran kinerja non-finansial terhadap kepuasan kerja, demikian juga dengan variabel pengukuran kinerja non-finansial terhadap kinerja karyawan.

Kata kunci : Pengukuran kinerja non-finansial, kepuasan kerja, *self efficacy* dan kinerja karyawan.