

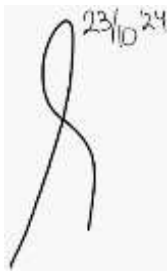
PENGARUH *WORK CLIMATE*, *SELF-EFFICACY*, DAN *JOB INSECURITY* TERHADAP KINERJA KARYAWAN PADA PT AVO INNOVATION & TECHNOLOGY DI YOGYAKARTA

Ririn Ma'rifah

Abstrak

Tujuan dari penelitian ini yaitu menganalisis hubungan antara *Work Climate*, *Self-Efficacy* dan *Job insecurity* terhadap kinerja karyawan. Penelitian ini menggunakan teknik pengambilan sampling dengan teknik *purposive sampling*, dengan jumlah responden sebanyak 176 reponden (87 pria dan 89 perempuan), populasi dalam penelitian ini yaitu karyawan pada PT Avo Innovation dan Technology. Data primer dalam penelitian ini dikumpulkan dengan menggunakan metode kuesioner melalui *google form* yang telah diuji validitas dan reliabilitasnya. Dalam penelitian ini, *software SmartPLS 4.0* yang digunakan dengan analisis statistik deskriptif, *outer model* dan *inner model*. Hasil penelitian ini menunjukkan bahwa *work climate* berpengaruh positif dan signifikan terhadap kinerja karyawan. *Self-Efficacy* berpengaruh positif dan signifikan terhadap kinerja karyawan. *Job insecurity* berpengaruh positif dan signifikan terhadap kinerja karyawan. *Work climate, self efficacy, job insecurity* secara simultan berpengaruh positif terhadap kinerja karyawan.

Kata Kunci: *Work Climate, Self-Efficacy, Job insecurity, Kinerja Karyawan*



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THE INFLUENCE OF WORK CLIMATE, SELF-EFFICACY, AND JOB INSECURITY ON EMPLOYEE PERFORMANCE AT PT AVO INNOVATION & TECHNOLOGY IN YOGYAKARTA

Ririn Ma'rifah

Abstract

The objective of this study is to analyze the relationship among work climate, self-efficacy, and job insecurity in relation to employee performance. This research utilizes a purposive sampling technique, comprising a total of 176 respondents (87 males and 89 females). The study population consists of employees at PT Avo Innovation and Technology. Primary data were collected through a questionnaire distributed via Google Forms, which underwent validity and reliability testing. For the analysis, SmartPLS 4.0 software was employed to conduct descriptive statistics, as well as outer and inner model analyses. The findings of this study indicate that work climate exerts a positive and significant influence on employee performance. Additionally, self-efficacy demonstrates a positive and significant effect on employee performance. Likewise, job insecurity is found to have a positive and significant impact on employee performance. Collectively, work climate, self-efficacy, and job insecurity positively affect employee performance.

Keyword: *Work Climate, Self-Efficacy, Job insecurity, Employee Performance*