

ABSTRACT

THE EFFECT OF SELF EFFICACY AND SENSE OF BELONGING ON EMPLOYEE PERFORMANCE

**(Research on Generation Z Employees in the Production Division at CV.
Sumber Rezeki Food Ciamis)**

By:

Bella Sopiyantri

NPM: 213402140

Pembimbing I : Ane Kurniawati

Pembimbing II : Vivi Indah Bintari

The purpose of this research is to identify and analyze self-efficacy, sense of belonging, and employee performance, as well as the influence of self-efficacy and sense of belonging on the performance of Generation Z employees in the production division at CV Sumber Rezeki Food. The research method used is a survey method, with the sampling technique employing a saturated sampling technique. Primary data were collected through questionnaires distributed to 72 employees. The analysis tool used is path analysis, processed with IBM SPSS version 25. The results show that self-efficacy is in the high classification, sense of belonging is also in the high classification, and employee performance is categorized as high. Self efficacy and sense of belonging influence the job performance of Generation Z employees in the production division at CV Sumber Rezeki Food.

Keywords : Self Efficacy, Sense of Belonging, Employee Performance

ABSTRAK

PENGARUH *SELF EFFICACY* DAN *SENSE OF BELONGING* TERHADAP KINERJA KARYAWAN (Penelitian Pada Karyawan Generasi Z Bagian Produksi di CV Sumber Rezeki Food Ciamis)

Oleh:

Bella Sopiyantri

NPM: 213402140

Pembimbing I : Ane Kurniawati

Pembimbing II : Vivi Indah Bintari

Tujuan dari penelitian ini adalah untuk mengidentifikasi dan menganalisis *self efficacy*, *sense of belonging*, dan kinerja karyawan, serta pengaruh *self efficacy* dan *sense of belonging* terhadap kinerja karyawan Generasi Z pada bagian produksi di CV Sumber Rezeki Food. Metode penelitian yang digunakan adalah metode survei, dengan teknik pengambilan sampel menggunakan teknik sampling jenuh. Data primer dikumpulkan melalui penyebaran kuesioner kepada 72 karyawan. Alat analisis yang digunakan adalah analisis jalur (path analysis) yang diolah menggunakan IBM SPSS versi 25. Hasil penelitian menunjukkan bahwa *self efficacy* berada dalam klasifikasi tinggi, *sense of belonging* juga dalam klasifikasi tinggi, dan kinerja karyawan dikategorikan tinggi. *Self efficacy* dan *sense of belonging* berpengaruh terhadap kinerja karyawan Generasi Z pada bagian produksi di CV Sumber Rezeki Food.

Kata Kunci : *Self Efficacy*, *Sense of Belonging*, Kinerja Karyawan