

ABSTRAK

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Pengaruh *Self Efficacy* dan *Perceived Organizational Support* Terhadap Produktivitas Kerja Karyawan Pada Karyawan PT.Royal Sentosa Sejahtera serta Tinjauannya dari Sudut Pandang Islam

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh *self efficacy* dan *perceived organizational support* terhadap produktivitas karyawan. Populasi penelitian adalah PT. Royal Sentosa Sejahtera dengan jumlah sampel 60 orang. Data dikumpulkan dengan menggunakan instrumen kuesioner dan dianalisis menggunakan metode *Partial Least Square Structural Equation Modeling*. Hasil penelitian menunjukkan bahwa *self efficacy* dan *perceived organizational support* dapat dijadikan model yang mempengaruhi produktivitas (GoF 0,489). Secara parsial *Perceived organizational support* (p-value 0.02) dan *Self Efficacy* (p-value < 0,01) berpengaruh positif terhadap produktivitas. Tinjauan Islam menjelaskan pegawai yang memiliki sikap optimis yang tinggi terhadap pekerjaannya (*self efficacy*), dan *perceived organizational support* juga merupakan salah satu usaha untuk menumbuhkan keharmonisan dan membangun rasa saling menghargai terhadap sesama. Semua variabel tersebut dapat memiliki keterkaitan terhadap produktivitas dengan menerapkan prinsip-prinsip islam yaitu shiddiq, amanah, tabliqh, fathanah pada perusahaan PT. Royal Sentosa Sejahtera.

Kata Kunci : *self efficacy*, *perceived organizational support*, produktivitas

ABSTRACT

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The Effects of Self Efficacy and Perceived Organizational Support On Productivity in PT. Royal Sentosa Sejahtera and Reviewed From The Perspective of Islam.

Abstract

This study aims to determine the effect of self efficacy and perceived organizational support on employee productivity. The research population was employee PT. Royal Sentosa Sejahtera with a sample of 60 people. Data were collected using questionnaire instruments and analyzed using the Partial Least Square Structural Equation Modeling method. The results showed that self efficacy and perceived organizational support can be used as models that influence productivity (GoF 0.489). Partially Perceived organizational support (p-value 0.02) and Self Efficacy (p-value <0.01) have a positive effect on productivity. Islamic reviews explain that employees who have a high optimism towards their work (self efficacy), and perceived organizational support is also an effort to foster harmony and build mutual respect for others. All of these variables can be related to productivity by applying Islamic principles, namely siddiq, amanah, tabligh, fathanah in the company of PT. Royal Sentosa Sejahtera.

Keywords: *Self efficacy, Perceived organizational support, Productivity,*