

Abstract

This study aims to test and analyze the influence of Empowerment (X1), Self Efficacy (X2), Organizational Culture (X3), Against Employee Performance. The research was conducted at PT. Batang Hari Barisan Padang. The method of selecting samples used is porous sampling and obtained as many as 96 respondents. There is a significant effect between Empowerment on Employee Performance of PT. Batang Hari Barisan Padang. There is a significant effect between Self Efficacy on Employee Performance of PT. Batang Hari Barisan Padang. There is a significant effect between Organizational Culture on Employee Performance of PT. Batang Hari Barisan Padang. There is a significant effect between Empowerment, Self Efficacy and Organizational Culture on Employee Performance of PT. Batang Padang Barisan Day, it can be concluded that Empowerment, Self Efficacy, and Organizational Culture have a positive and significant influence on Employee Performance

Keywords: Empowerment, Self Efficacy, Organizational Culture, Employee Performance

Abstrak

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh Empowerment (X1), Self Efficacy (X2), Budaya Organisasi (X3), Terhadap Kinerja Karyawan. Penelitian dilakukan pada PT. Batang Hari Barisan Padang. Metode pemilihan sampel yang digunakan adalah *purposive sampling* dan didapat sebanyak 96 responden. Terdapat berpengaruh yang signifikan antara *Empowerment* terhadap Kinerja Karyawan PT. Batang Hari Barisan Padang. Terdapat berpengaruh yang signifikan antara *Self Efficacy* terhadap Kinerja Karyawan PT. Batang Hari Barisan Padang. Terdapat berpengaruh yang signifikan antara Budaya Organisasi terhadap Kinerja Karyawan PT. Batang Hari Barisan Padang. Terdapat berpengaruh yang signifikan antara Empowerment, Self Efficacy dan Budaya Organisasi terhadap Kinerja Karyawan PT. Batang Hari Barisan Padang maka dapat disimpulkan bahwa Empowerment, Self Efficacy, dan Budaya Organisasi mempunyai pengaruh positif dan signifikan dengan Kinerja Karyawan

Kata kunci : *Empowerment, Self Efficacy, Budaya Organisasi, Kinerja Karyawan*