

ABSTRAK

Judul : Pengaruh *Locus of Control* Terhadap Kinerja Karyawan Bagian Produksi Di PT RK
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Para karyawan bagian produksi dituntut untuk menunjukkan kinerja terbaiknya. Namun ada beberapa karyawan berkinerja di bawah standar. Menurunnya kinerja karyawan bagian produksi di PT RK diduga karena dipengaruhi oleh *locus of control* karyawan. Tujuan penelitian ini untuk mengetahui pengaruh *locus of control* terhadap kinerja karyawan bagian produksi di PT RK. Penelitian ini bersifat kuantitatif non-eksperimental dengan jenis kausal komparatif, dan menggunakan teknik *non-probability sampling (purposive sampling)* dengan sampel 127 karyawan bagian produksi. Alat ukur *locus of control* yang digunakan adalah skala Likert dengan reliabilitas (α) = 0,948 dengan 30 aitem valid, dan alat ukur kinerja karyawan yang digunakan adalah rata-rata nilai evaluasi kinerja karyawan 2018–2020. Hasil uji regresi diketahui nilai sig. 0,000 ($p > 0,05$) artinya terdapat pengaruh dan signifikan antara *locus of control* terhadap kinerja karyawan bagian produksi di PT RK. Hasil karakteristik dominan *locus of control* diperoleh karyawan bagian produksi di PT RK cenderung memiliki *external locus of control* (52,8%). *Locus of control* yang *external* lebih banyak ditemui pada usia dewasa madya, berjenis kelamin perempuan, masa kerja < 5 tahun, dan tidak pernah mengikuti pelatihan kerja.

Kata kunci: *Locus of control, Kinerja karyawan, Karyawan bagian produksi.*

ABSTRACT

Title : *Influence of Locus of Control On Employees Performance In The Production Department At PT RK*
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The production employees are required to show their best performance. However there are some employees who perform below standard. The decline in the performance of employees in the production department at PT RK is thought to be due to the influence of the employee's locus of control. The purpose of this study was to determine the influence of locus of control on the performance of production employees at PT RK. This research is a quantitative non-experimental with a causal comparative type, and uses a non-probability sampling technique (purposive sampling) with a sample of 127 employees in the production department. The locus of control measuring instrument used is a Likert scale with reliability (α) = 0.948 with 30 valid items, and the employee performance measurement tool used is the average 2018–2020 employee performance evaluation value. The results of the regression test are known to be sig. 0.000 ($p > 0.05$) means there is a significant and influence between locus of control on the performance of employees in the production department at PT RK. The results of the dominant locus of control characteristic obtained by employees of the production division at PT RK tend to have an external locus of control (52.8%). External locus of control is more commonly found in middle adulthood, female, working period < 5 years, and never attending job training.

Keywords: *Locus of control, Employees performance, Production employees*