

## ABSTRAK

**Praja Habib Pasangka, Mitigasi Pengaruh *Self-Efficacy* Terhadap Eskalasi Komitmen: Peran dari *Process Feedback*. Dosen Pembimbing: Heyvon Herdhayinta.** Penelitian ini bertujuan untuk menguji pengaruh *self-efficacy* terhadap eskalasi komitmen serta peran *process feedback* dalam memitigasi pengaruh *self-efficacy* terhadap eskalasi komitmen pada aparatur sipil negara. Metode eksperimen online digunakan dalam pengumpulan data dengan melibatkan 106 aparatur sipil negara sebagai partisipan. Analisis data menggunakan regresi logistik biner dengan bantuan program IBM SPSS 25. Hasil penelitian membuktikan pengaruh positif dan signifikan *self-efficacy* terhadap eskalasi komitmen, serta terdapat temuan bahwa *process feedback* mampu mencegah keputusan eskalasi komitmen irasional pada individu dengan *self-efficacy* yang tinggi.

**Kata kunci:** eskalasi komitmen, *process feedback*, aparatur sipil negara.

## ABSTRACT

*Praja Habib Pasangka, Mitigating the Effect of Self-Efficacy on Escalation of Commitment: The Role of Process Feedback. Supervisors: Heyvon Herdhayinta. The purpose of this study is to examine the effect of self-efficacy on escalation of commitment and the role of process feedback in mitigating the influence of self-efficacy on commitment escalation in state civil servants. The online experimental method was used to collect data involving 106 state civil servants as participants. Data was analyzed using binary logistic regression with the help of the IBM SPSS 25 program. The results proved the positive and significant effect of self-efficacy on escalation of commitment, and author found that process feedback was able to prevent irrational escalation of commitment decisions in individuals with high self-efficacy.*

**Keywords:** *escalation of commitment, process feedback, civil servant.*