

Peran *Servant Leadership* dan *Self-Efficacy* terhadap Performansi Karir

Nanda Kurnia Novena Damitrias¹ & Sumaryono²

^{1,2} Fakultas Psikologi Universitas Gadjah Mada

Email : _nandakurnia@mail.ugm.ac.id, _sumaryono.cendix@ugm.ac.id

Abstrak. Karyawan merupakan aspek penting dalam dunia industri. Banyak karyawan yang ingin meningkatkan performansi karir mereka. Performansi karir yang baik sangat penting untuk kelancaran karir pada karyawan itu sendiri dan efektivitas organisasi. Penelitian ini bertujuan untuk mengetahui peran *servant leadership* dan *self-efficacy* terhadap performansi karir. Metode yang digunakan dalam penelitian ini adalah pendekatan kuantitatif. Terdapat 130 karyawan dari berbagai perusahaan yang menjadi partisipan dalam penelitian ini. Pengumpulan data dilakukan menggunakan kuesioner yang berisi skala pengukuran masing-masing variabel dan disebarluaskan secara daring. Hasil analisis data menunjukkan bahwa *servant leadership* dan *self-efficacy* secara bersamaan memiliki peran terhadap performansi karir sebesar 30,9%. *Self-efficacy* memiliki peran yang lebih besar terhadap performansi karir dibandingkan dengan *servant leadership*. *Self-efficacy* yang tinggi berarti karyawan yakin terhadap kemampuan dirinya untuk melaksanakan berbagai tugas dalam berbagai situasi. Di samping itu, *servant leadership* dapat mendorong karyawan untuk menghasilkan performansi yang optimal.

Kata Kunci: *Performansi Karir, Self-Efficacy, Servant Leadership*

Abstract. Employees are an important aspect in the industrial world. Many employees want to improve their career performance. A good career performance is very important for the employees' career smoothness and the effectiveness of the organization. This research aims to determine the role of servant leadership and self-efficacy on career performance. The method used in this study is quantitative approach. There are 130 employees from various companies who participated in this study. The data was collected by using a questionnaire containing the measurement scale of each variable and distributed online. The results of data analysis showed that servant leadership and self-efficacy simultaneously have a role on career performance by 30.9%. Self-efficacy plays a bigger role on career performance than servant leadership. A high self-efficacy means that employees are confident in their ability to carry out various tasks in various situations. In addition, servant leadership can encourage employees to produce optimal performance.

Keywords: *Career Performance, Self-Efficacy, Servant Leadership*