ABSTRAK

Anggie Rezzy Novita, 2022 : Mutasi Karyawan, Beban Kerja dan *Self Esteem* Terhadap Kinerja Karyawan.Tim Promotor: Roni Kurniawan S. Sos., M.Si dan Dr.Dodi Dermawan. SE., M. Ec.

Penelitian ini bertujuan untuk menjelaskan mutasi karyawan, beban kerja, *self esteem* terhadap kinerja karyawan. Populasi yang terdapat didalam penelitian ini adalah sebanyak 30 orang karyawan pada PT Pegadaian Cabang Tanjungpinang Timur. Pengambilan sampel dengan Teknik jenuh, maka jumlah sampel sebanyak 30 karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan test validitas dan realibilitas.   Data dianalisis menggunakan analisis regresi linear berganda, termasuk uji t, uji f dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel Mutasi Karyawan (X1), Beban Kerja (X2), dan Kepuasan Kerja (X3) berpengaruh signifikan terhadap Kinerja Karyawan (Y). Hasil uji F diperoleh nilai F hitung 35.051 dengan nilai F tabel 2.98 mengidentifikasi bahwa variabel Mutasi Karyawan, Beban Kerja, dan *Self Eteem* secara simultan berpengaruh signifikan terhadap variabel Kinerja Karyawan (Y). Berdasarkan uji koefisien determinasi, sekitar 77,9% variabel Kinerja Karyawan dipengaruhi oleh variabel Mutasi Karyawan, Beban Kerja, dan *Self Esteem*. Sisanya 22,1% dipengaruhi oleh factor lainnya yang tidak dijelaskan dalam penelitian ini.

Kata Kunci: Mutasi Karyawan, Beban Kerja dan *Self Esteem* terhadap Kinerja Karyawan

ABSTRACT

Anggie Rezzzy Novita, 2022   *:Employee Transfer, Workload and SelfEsteem Against Employee Performance. Promoter Team: Roni Kurniawan S.Sos., M. Si and Dr. Dodi Dermawan SE., M. Ec.*

This study aims to explain employee mutations, workload, self esteem on employee performance. The population contained in this study were as many as 30 employes at PT Pegadaian branch Tanjungpinang Timur. Sampling with the saturated technique, the number of samples as many as 30 employees. This type of research is quantitative research. In the questionnaire, validity and reliability tests were carried out. Data were analyzed using multiple linear regression analysis, including t test, f test and coefficient of determination. The results of the study show that partially the variables of Employee Mutation (X1), Workload (X2), and Job Satisfaction (X3) have a significant effect on Employee Performance (Y). The results of the F test obtained that the calculated F value is 35,051 with an F table value of 2.98 identifying that the variables of Employee Mutation, Workload, and Self Eteem simultaneously have a significant effect on the Employee Performance variable (Y). Based on the coefficient of determination test, about 77.9% of Employee Performance variables are influenced by the variables of Employee Mutation, Workload, and Self Esteem. The remaining 22.1% is influenced by other factors not described in this study.

Keywords   : Employee Transfer, Workload and Self Esteem Against Employee Performance