

ANALYSIS OF THE INFLUENCE OF SELF ESTEEM, SELF EFFICACY, AND JOB SATISFACTION ON PERSONNEL PERFORMANCE IN THE KSATRIA LION AND DRAGON DANCE ORGANIZATION SURABAYA

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Abstract: Ksatria Lion and Dragon Dance is one of the lion dance organizations located in Surabaya which is engaged in the preservation of arts and culture. The organization itself has a strength that lies in human resources. However, in reality not all of these human resources can carry out their roles properly. This is supported by its relation to self-esteem, self-efficacy, job satisfaction, and job performance. The number of respondents in this study was 42 respondents, according to the number of team members. The sample used in this study uses a saturated sample technique, which means that the population is the same as the sample. Based on the results of data processing using the SPSS software application version 25.0, the results obtained were that all items for each variable were declared valid with $r_{count} > r_{table}$ of 0.3044 and a $Sig. < 0.05$. All items on the reliability test were declared reliable with a Cronbach's Alpha value ≥ 0.60 . The results of the Kolmogorov – Smirnov method normality test show that the data is normally distributed. The results of the multicollinearity test showed no symptoms of multicollinearity. The heteroscedasticity test showed that in this study there was no heteroscedasticity. The results of the t test show that all of the variables in this study have an effect on personnel performance with a Sig value. < 0.05 .

Keywords: Self Esteem, Self Efficacy, Job Satisfaction, Job Performance
