

HOW LOCUS OF CONTROL INCREASE HUMAN RESOURCES PERFORMANCE?

I Gede Aryana Mahayasa

Faculty of Economy, Business, and Tourism, Universitas Hindu Indonesia Denpasar

*Corresponding Author: aryanamahayasa@gmail.com

Abstract: The purpose of this study is to identify the impact of self-efficacy in the association between locus of control and performance. The study was conducted on all LPDs in Denpasar City, which amounts to 35 units. Data were gathered via observation, interviews, questionnaires, and literature review. The data analysis technique uses Moderating Regression Analysis by first doing the validity test and reliability test on the research instrument. The findings revealed that both locus of control and self-efficacy have a positive and significant effect on the performance of the LPD Chairman in Denpasar City. The interaction of variables between locus of control and self-efficacy indicates that self-efficacy reinforces the impact of locus of control on the performance of the LPD Chairman in Denpasar City. So that in the development of human resources in the LPD, a leader who is not only responsible for achieving physical and socio-psychological organizational goals, but also plays a role in building themselves and their members is essential.

Keywords: locus of control; self-efficacy; HR performance; village credit institutions
