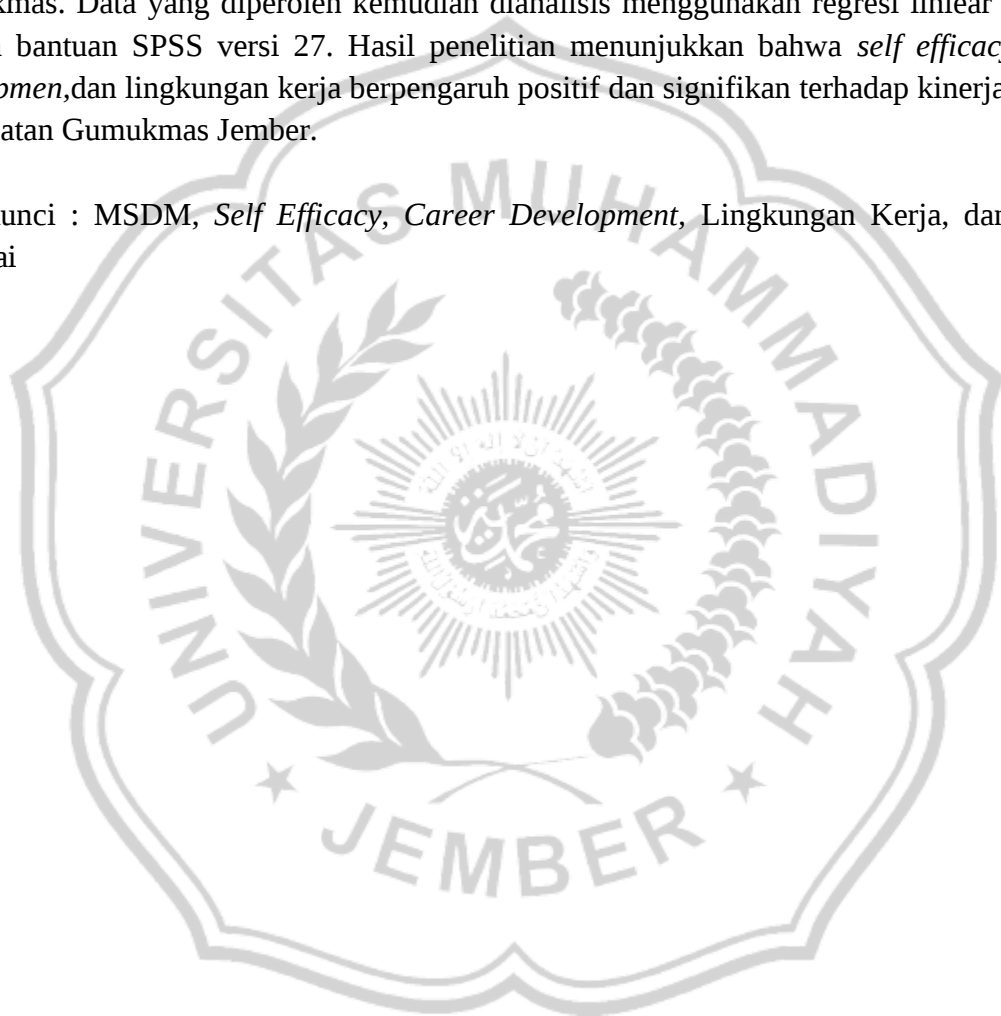


ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *self efficacy*, *career development*, dan lingkungan kerja terhadap kinerja pegawai kantor Kecamatan Gumukmas Jember. Penelitian yang dilakukan pada karya ilmiah ini adalah penelitian kuantitatif, dengan menggunakan metode observasi, wawancara, penyebaran kuisioner, dan dokumentasi. Jumlah sampel pada penelitian ini sebanyak 43 responden dari pegawai ASN maupun Non-ASN kantor Kecamatan Gumukmas. Data yang diperoleh kemudian dianalisis menggunakan regresi linier berganda dengan bantuan SPSS versi 27. Hasil penelitian menunjukkan bahwa *self efficacy*, *career development*, dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai Kecamatan Gumukmas Jember.

Kata kunci : MSDM, *Self Efficacy*, *Career Development*, Lingkungan Kerja, dan Kinerja Pegawai



ABSTRACT

This study aims to analyze the influence of self efficacy, career development, and work environment on the performance of employees of the Gumukmas Jember District office. The research conducted on this scientific paper is quantitative research, using observation methods, interviews, questionnaire distribution, and documentation. The number of samples in this study was 43 respondents from ASN and Non-ASN employees of the Gumukmas District office. The data obtained were then analyzed using multiple linear regression with the help of SPSS version 27. The results of the study showed that self-efficacy, career development, and work environment had a positive and significant effect on the performance of employees of the Gumukmas Jember District office.

Keywords: MSDM, Self Efficacy, Career Development, Work Environment, and Employee Performance

