

ABSTRAK

Penelitian yang dilakukan bertujuan untuk mengetahui pengaruh Kompetensi, *Self-efficacy* dan Disiplin Kerja terhadap Komitmen Afektif. Penelitian ini dilakukan di PT. Dwiwahana Delta Megah. Penelitian dilakukan terhadap 78 karyawan. Teknik pengambilan sampel menggunakan *nonprobability sampling* dengan metode rumus Slovin. Pengaruh antar variabel dijelaskan dengan menggunakan metode analisis regresi berganda. Hasil penelitian menunjukkan bahwa *self-efficacy* berpengaruh positif dan signifikan terhadap komitmen afektif. Sedangkan kompetensi dan disiplin kerja tidak berpengaruh terhadap komitmen afektif.

Kata kunci: kompetensi, *self-efficacy*, disiplin kerja, komitmen afektif

ABSTRACT

This study aims to determine the effect of Competence, Self-efficacy and Work Discipline on Affective Commitment. This research was conducted at PT. Dwiwahana Delta Megah. The study was conducted on 78 employees. The sampling technique used was non-probability sampling with the Slovin formula method. The influence between variables is explained by using multiple regression analysis method. The results showed that self-efficacy had a positive and significant effect on affective commitment. Meanwhile, competence and work discipline have no effect on affective commitment.

Keywords: competence, self-efficacy, work discipline, affective commitment