

## ABSTRAK

**Bhiatul Ayu Fitriya, NIM. 170211100267, Jurusan Manajemen, Fakultas Ekonomi dan Bisnis, Universitas Trunojoyo Madura. Skripsi ini tentang “Pengaruh Efikasi Diri, Harga Diri, Dan Lokus Kendali Internal Terhadap Kinerja Pengelola Koperasi Simpan Pinjam di Kecamatan Bangkalan Pada Masa Pandemi Covid-19”, Dibawah bimbingan Drs. Ec. Mudji Kuswinarno, M. Si**

Jumlah koperasi di Kabupaten Bangkalan terus menurun hal tersebut dikarenakan banyak koperasi yang tidak beroperasi menandakan kinerja pengelola koperasi kurang baik salah satunya koperasi dengan jenis usaha simpan pinjam di Kecamatan Bangkalan. Permasalahan kinerja pengelola koperasi simpan pinjam terjadi karena adanya pengaruh dari faktor kepribadian seperti efikasi diri, harga diri, dan lokus kendali internal. Penelitian ini menggunakan metode kuantitatif dengan menggunakan analisis regresi berganda dan teknik pengambilan sampel yaitu *simple random sampling*. Jumlah populasi sebanyak 65 orang dan jumlah sampel yang digunakan sebanyak 56 orang. Tujuan dari penelitian ini untuk mengetahui apakah efikasi diri, harga diri, lokus kendali internal secara parsial dan simultan berpengaruh terhadap kinerja pengelola koperasi serta untuk mengetahui variabel yang berpengaruh dominan antara efikasi diri, harga diri, dan lokus kendali internal kinerja pengelola koperasi. Hasil penelitian menjelaskan bahwa secara parsial efikasi diri ( $X_1$ ) berpengaruh positif dan signifikan terhadap kinerja pengelola koperasi ( $Y$ ) dengan nilai  $t_{hitung} (3,800) > t_{tabel} (1,673)$  dengan tingkat signifikan sebesar  $0.000 < 0.05$ . Harga diri ( $X_2$ ) secara parsial berpengaruh positif dan signifikan terhadap kinerja pengelola koperasi ( $Y$ ) dengan nilai  $t_{hitung} (2,924) > t_{tabel} (1,673)$  dengan tingkat signifikan sebesar  $0.005 < 0.05$ . Lokus kendali internal ( $X_3$ ) secara parsial berpengaruh positif dan signifikan terhadap kinerja pengelola koperasi ( $Y$ ) dengan nilai  $t_{hitung} (2,330) > t_{tabel} (1,673)$  dengan tingkat signifikan sebesar  $0.024 < 0.05$ . Secara simultan efikasi diri, harga diri, dan lokus kendali internal berpengaruh positif dan signifikan terhadap kinerja pengelola koperasi dengan nilai  $F_{hitung} (19,320) > F_{tabel} (3,17)$  dengan tingkat signifikan sebesar  $0.000 < 0.05$ . Efikasi diri merupakan variabel memiliki dominan dengan nilai beta tertinggi sebesar 0,416.

Kata Kunci: Efikasi Diri; Harga diri; Lokus Kendali Internal; dan Kinerja

## ABSTRACT

**Bhiatul Ayu Fitriya, NIM. 170211100267, Department of Management, Faculty of Economics and Business, Trunojoyo Madura University. This thesis is about "The Influence of Self-Efficacy, Self-Esteem, and Internal Locus of Control on the Performance of Savings and Loan Cooperative Managers in Bangkalan District during the Covid-19 Pandemic", under the guidance of Drs. Ec. Mudji Kuswinarno, M.Si.**

The number of cooperatives in Bangkalan Regency continues to decline, this is The number of cooperatives in Bangkalan Regency continues to decline because there are many cooperatives that do not operate indicating that the cooperative management is not doing well, one of which is a cooperative with a savings and loan business in Bangkalan District. The performance problems of saving and loan cooperative managers occur because of the influence of personality factors such as self-efficacy, self-esteem, and internal control loci. This study uses quantitative methods using multiple regression analysis and the sampling technique is simple random sampling. The total population was 65 people and the number of samples used was 56 people. The purpose of this study was to determine whether self-efficacy, self-esteem, internal control locus partially and simultaneously had an effect on the performance of cooperative managers and to determine the dominant influencing variable between self-efficacy, self-esteem, and the locus of internal control of the cooperative manager's performance. The results of the study explain that partially self-efficacy (X1) has a positive and significant effect on the performance of cooperative managers (Y) with a value of  $t_{\text{count}} (3,800) > t_{\text{table}} (1,673)$  with a significant level of  $0.000 < 0.05$ . Self-esteem (X2) partially has a positive and significant effect on the performance of the cooperative manager (Y) with a value of  $t_{\text{count}} (2.924) > t_{\text{table}} (1.673)$  with a significant level of  $0.005 < 0.05$ . Internal control locus (X3) partially has a positive and significant effect on the performance of cooperative managers (Y) with a value of  $t_{\text{count}} (2.330) > t_{\text{table}} (1.673)$  with a significant level of  $0.024 < 0.05$ . Simultaneously self-efficacy, self-esteem, and internal control locus have a positive and significant effect on the performance of cooperative managers with the value of  $F_{\text{count}} (19.320) > F_{\text{table}} (3.17)$  with a significant level of  $0.000 < 0.05$ . Self-efficacy is a dominant variable with the highest beta value of 0.416.

**Keywords:** Self-efficacy; Self-esteem; Internal Locus of Control; and performance