

ABSTRACT

The purpose of this writing is to test whether Self-Efficacy and Self-Esteem can affect Employee Performance by adding Job Satisfaction as Intervening variables. The hypotheses in this study are that Self-Efficacy and Self-Esteem positively affect Employee Performance. The study added Job Satisfaction as an Intervening variable to look at the relationship of satisfaction arising from the creation of Self-Efficacy and Self-Esteem. The study used quantitative methodology with analytical calculations using the Structural Equation Model (SEM) AMOS 24.0. The sample in this study was 160 employees and all fall into the Category of Generation X. The results of sem-AMOS analysis in general fit the hypothesis. In particular, the results show employees with feelings and confidence that they are able to do and complete work has a good impact on employee performance. In addition, the feeling that employees have many good qualities and can meet the workload set by the leadership is also positively correlated. All three become the largest recording of the value of influence. On the employee performance indicators filled by the employee itself, this can have an impact on the emergence of bias. Performance assessment should be done by the direct leadership of the employee concerned, but because the spread of the questionnaire is done in the form of google-drive it is quite troublesome when sending employee performance questionnaires to the leadership directly from the employee. The findings of this study underscore the importance of Self-Efficacy, Self-Esteem through the creation of job satisfaction and the overall influence on Employee Performance.

Keywords: *Self-Efficacy, Self-Esteem, Employee Performance, Job Satisfaction*