

THE INFLUENCE OF EXTRAVERTING ABILITY AND SELF-EFFICACY AGAINST PERFORMANCE

Amelia Elvina, S.Psi

Dr. Drs J. P Soebandono, MM. M. Si (Co-Author 1)

P. Tommy. S. Suyasa, M. Si (Co-Author 2)

Tarumanagara University

ABSTRACT

Self-efficacy and extraverting ability are variables used in this study as independent variables and performance as dependent variable. Self-efficacy is part of the social cognitive theory proposed by Bandura and expressed as a belief in one's ability to produce a specified level of performance. Specifically, individuals with high self-efficacy levels are very confident in maintaining their performance. While the ekstraverting ability adapted based on the characteristics of extraversion is assumed as the skills needed by the SPG in carrying out work such as the characteristics of a person who has a personality extraversion. In this study, researcher wanted to know what is the variable that has greater influence on the performance of the promotion officers at PT X and intervention design for these variables. The subjects of this research is 33 promotion officers of PT X. Analysis used in this research was multiple regression. From the results showed that self efficacy, especially on the dimensions of understanding the roles and responsibilities have a greater influence than the extraverting ability variable. Based on this results, the promotion officers of PT X requires an intervention program designed for three months to provide in-depth understanding of the roles and responsibilities of promotion officer that will increase the performance of the promotion officers at PT. X.

keyword: extraversion, performance, self efficacy