



Analysis of The Effect of Locus of Control And Individual Characteristics on Performance With Work Ethics As A Moderating Variables (Study on LPD in Badung District)

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Abstract

The development of steady personality is very necessary in upgrading the image and performance of the LPD so that it must be able to understand the differences in individual characters and understand employee locus of control. Thus employees have the confidence to use their abilities and skills to the fullest in order to generate maximum performance as well. A superior company is not only a company that has good managerial business criteria, but companies that also have a good work ethic, so the purpose of this study is to explain the effect of locus of control and individual characteristics on LPD employee performance with work ethics as a moderating variable (Study in LPD in Badung Regency). This research was conducted in Badung district by taking a sample of 125 LPD employees. The analytical method used is Moderating Regression Analysis (MRA). The results of this study indicate that Locus of Control has a positive and significant effect on performance, Individual Characteristics has a positive and significant effect on performance, Work Ethics can moderate the influence of Locus of control on performance and work ethics can moderate the effect of Individual Characteristics on Performance.

Keywords: Locus of control, Individual Characteristics, Work Ethics, Performance

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