

ABSTRAK

Regita Bintang Maharani, 2026. Analisis pengaruh *Internal Locus of Control*, *Self-Esteem*, dan *Leadership Self-Efficacy* terhadap *Self-Other Agreement on Effectiveness Rating* di PT Sinergi Gula Nusantara Pabrik Gula Soedhono Ngawi. Skripsi. Program Studi, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Karuniawati Hasanah, S.E.M.M. Pembimbing (II) Robby Sandhi Dessyarti, S.E.M.M.

Penelitian ini bertujuan menganalisis pengaruh *Internal Locus of Control*, *Self-Esteem*, dan *Leadership Self-Efficacy* terhadap *Self-Other Agreement on Effectiveness Rating* pada leader di PT Sinergi Gula Nusantara Pabrik Gula Soedhono Ngawi. *Self-Other Agreement* menunjukkan kesesuaian antara penilaian pemimpin terhadap efektivitas dirinya dengan penilaian bawahannya. Penelitian menggunakan metode kuantitatif dengan pendekatan kausal. Populasi penelitian meliputi seluruh leader yang terdiri atas karyawan pimpinan dan mandor/leader dengan teknik sampling jenuh sehingga seluruh populasi dijadikan sampel. Data dikumpulkan melalui kuesioner menggunakan skala Likert empat poin dan dianalisis menggunakan regresi linier berganda dengan bantuan IBM SPSS. Sebelum pengujian hipotesis dilakukan uji validitas, reliabilitas, dan asumsi klasik. Penelitian ini diharapkan memberikan kontribusi bagi pengembangan ilmu Manajemen Sumber Daya Manusia serta menjadi masukan bagi perusahaan dalam meningkatkan kualitas kepemimpinan melalui penguatan karakteristik psikologis pemimpin dan sistem penilaian yang melibatkan umpan balik bawahan.

Kata kunci: *Internal Locus of Control, Self-Esteem, Leadership Self-Efficacy, Self-Other Agreement on Effectiveness Rating.*

ABSTRACT

Regita Bintang Maharani, 2026. *Analysis of the influence of Internal Locus of Control, Self-Esteem, and Leadership Self-Efficacy toward Self-Other Agreement regarding Effectiveness Ratings at PT Sinergi Gula Nusantara Pabrik Gula Ngawi*. Thesis. Study Program Management, Faculty of Economics and Business, Universitas PGRI Madiun. Supervisor (I): Dr. Karuniawati Hasanah, S.E., M.M. Supervisor (II): Robby Sandhi Dessyarti, S.E., M.M.

This study aims to examine the influence of Internal Locus of Control, Self-Esteem, and Leadership Self-Efficacy on Self-Other Agreement on Effectiveness Rating among leaders at PT Sinergi Gula Nusantara, Pabrik Gula Soedhono Ngawi. Self-Other Agreement refers to the degree of consistency between leaders' self-assessments of their effectiveness and the assessments provided by their subordinates. This research employed a quantitative method with a causal approach. The research population consisted of all leaders, including managerial employees and foremen/team leaders, using a saturated sampling technique in which the entire population was selected as the sample. Data were collected through a four-point Likert-scale questionnaire and analyzed using multiple linear regression with IBM SPSS software. Prior to hypothesis testing, validity, reliability, and classical assumption tests were conducted. The findings of this study are expected to contribute to the development of Human Resource Management literature and provide practical recommendations for the company in improving leadership quality through strengthening leaders' psychological characteristics and implementing performance evaluation systems that incorporate subordinate feedback.

Keywords: *Internal Locus of Control, Self-Esteem, Leadership Self-Efficacy, Self-Other Agreement on Effectiveness Rating.*