

# The Role of Self-efficacy of Banten and Barombong Shipping Polytechnic Education Personnel in improving Work Performance.

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- **Abstract:** Educational staff is one of the most important elements of its existence in an educational institution, including in Banten and Barombong Service Polytechnic. However, the name change from BP2IP to Shipping Polytechnic has become a special concern for the leadership regarding the performance of employee's education where the workload is increasing than before. This study uses a survey method with a multivariate Structural Equation Model (SEM) technique, which is applied in hypothesis testing. It was carried out to 201 employees as respondents who were randomly selected. The results of this study have an indirect effect on performance through self-efficacy. It shows that organizational learning has the most dominant value compared to other variables.
- **Keywords:** Organizational Culture, Leadership, Performance, Organizational Learning, Self-efficacy