

## **ABSTRACT**

*This study aims to analyze the effect of self efficacy and goal orientation on performance with career development as an intervening variable on temporary employee of Muhammadiyah University of Yogyakarta. The subject of this research is temporary employee who is at Muhammadiyah University of Yogyakarta. The sample in this study amounted to 104 respondents who fill out the questionnaire that has been provided. The sampling technique uses the census method which makes all the population as sample. Data analysis using Path Analysis with SPSS as the analysis tool. The result of research indicate that self efficacy have positive and significant effect toward career development, goal orientation have positive and significant effect toward career development, self efficacy have positive and significant influence to employee performance, goal orientation have positive and significant influence to employee performance, and career development influences positively and significantly to employee performance. Career development can mediate self efficacy on performance indirectly. Career development can mediate the goal orientation to performance indirectly.*

*Keywords: Self efficacy, Goal orientation, career development, and Performance*