

ABSTRAK

MUHAMMAD IKBAL KAMARULLAH, *Self efficacy* terhadap kinerja pegawai melalui motivasi kerja sebagai variabel mediasi di Dinas Perhubungan Kabupaten Halmahera Selatan, dibimbing oleh MARWAN dan IDA HIDAYANTI.

Penelitian ini memberikan konsep mengenai faktor yang mempengaruhi kinerja pegawai di dinas perhubungan kabupaten halmahera selatan. Penelitian ini memasukan variable motivasi kerja sebagai variabel mediasi dalam menjelaskan hubungan *self efficacy* dan kinerja pegawai di dinas perhubungan kabupaten halmahera selatan. Memasukan variable motivasi kerja yang berfungsi sebagai variable mediasi. Tujuan Penelitian ini (1) Menganalisis pengaruh *self efficacy* terhadap kinerja pegawai di dinas perhubungan kabupaten halmahera selatan (2) Menganalisis pengaruh motivasi kerja terhadap kinerja pegawai di dinas perhubungan kabupaten halmahera selatan (3) Menganalisis pengaruh *self efficacy* terhadap motivasi kerja di dinas perhubungan kabupaten halmahera selatan (4) Menganalisis pengaruh *self efficacy* terhadap kinerja pegawai melalui motivasi kerja di dinas perhubungan kabupaten halmahera selatan. Jumlah sampel penelitian sebanyak 99 orang pegawai. Metode analisis data dalam penelitian ini menggunakan SEM atau Structural Equation Modelling dengan alat analisis Smart PLS 4 (Partial Least Square). Hasil penelitian menunjukkan bahwa, (1) *Self efficacy* terhadap motivasi kerja pegawai dinas perhubungan kabupaten halmahera selatan dapat berpengaruh positif dan signifikan terhadap motivasi kerja (2) Motivasi kerja terhadap kinerja pegawai dinas perhubungan kabupaten halmahera selatan dapat berpengaruh positif dan signifikan terhadap kinerja pegawai (3) *Self efficacy* terhadap kinerja pegawai dinas perhubungan kabupaten halmahera selatan dapat berpengaruh negatif dan signifikan terhadap kinerja pegawai (4) *Self efficacy* terhadap kinerja pegawai melalui motivasi kerja sebagai variabel mediasi di dinas perhubungan kabupaten halmahera selatan berdasarkan uji hipotesis didapatkan hasil bahwa *self efficacy* dapat berpengaruh positif dan signifikan terhadap kinerja pegawai melalui motivasi kerja sebagai variabel mediasi.

Kata Kunci : Efikasi diri, motivasi kerja, kinerja pegawai, PLS-SEM



ABSTRACT

MUHAMMAD IKBAL KAMARULLAH, Self efficacy on employee performance through work motivation as a mediating variable at the South Halmahera Regency Transportation Office, supervised by MARWAN and IDA HIDAYANTI.

This study explores the factors influencing employee performance at the South Halmahera Regency Transportation Office, focusing on work motivation as a mediating variable. The research investigates the relationship between self-efficacy and employee performance, incorporating work motivation as a key intermediary. The purposes of this study are : (1) analyzing the effect of self efficacy on employee performance in the transportation office of South Halmahera district; (2) analyzing the effect of work motivation on employee performance in the transportation office of South Halmahera district; (3) analyzing the effect of self efficacy on work motivation in the transportation office of South Halmahera district; (4) analyzing the effect of self efficacy on employee performance through work motivation in the transportation office of South Halmahera district. The number of research samples was 99 employees. The sample size for this research was 99 employees, and data analysis was conducted using Structural Equation Modeling (SEM) with the Smart PLS 4 (Partial Least Square) analysis tool. The results showed that: (1) self-efficacy has a positive and significant effect on the work motivation of employees at the South Halmahera Regency Transportation Office; (2) work motivation has a positive and significant effect on employee performance; (3) self-efficacy has a negative and significant effect on employee performance; and (4) self-efficacy has a positive and significant effect on employee performance through work motivation as a mediating variable.

Keywords: Self efficacy, work motivation, employee performance, PLS-SEM

