

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Model Kinerja Karyawan Melalui Motivasi Sebagai Variabel Intervening Dipengaruhi Dengan Gaya Kepemimpinan Dan *Self-Efficacy* Pada Pt. Semen Padang. Metode analisis data menggunakan kuesioner, dengan sampel 73 responden. Metode analisis data yang digunakan adalah *SEM*. Berdasarkan hasil penelitian menunjukkan bahwa Terdapat pengaruh positif dan signifikan antara Gaya Kepemimpinan terhadap Motivasi. Terdapat pengaruh positif dan signifikan antara *Self-Efficacy* terhadap Motivasi. Terdapat pengaruh positif dan signifikan antara Gaya Kepemimpinan terhadap Kinerja Karyawan. Terdapat pengaruh positif dan tidak signifikan antara *Self-Efficacy* terhadap Kinerja Karyawan. Terdapat pengaruh negatif dan tidak signifikan antara Motivasi terhadap Kinerja Karyawan. Motivasi tidak memediasi Gaya Kepemimpinan terhadap Kinerja Karyawan. Motivasi tidak memediasi *Self-Efficacy* terhadap Kinerja Karyawan. Kontribusi variabel Motivasi Dan Gaya Kepemimpinan Terhadap Kinerja Karyawan Dengan *Self efficacy* Sebagai Variabel Intervening berpengaruh sebesar 70,6% sedangkan sisanya sebesar 29,4% di pengaruhi oleh variabel lain diluar penelitian ini.

Kata Kunci: Motivasi, Gaya Kepemimpinan, *Self efficacy*, Dan Kinerja Karyawan

ABSTRACT

The purpose of this research is to find out how much the Employee Performance Model Through Motivation as an Intervening Variable is Influenced by Leadership Style and Self-Efficacy at Pt. Semen Padang. Methods of data analysis using a questionnaire, with a sample of 73 respondents. The data analysis method used is SEM. Based on the results of the study indicate that there is a positive and significant influence between Leadership Style on Motivation. There is a positive and significant influence between Self-Efficacy on Motivation. There is a positive and significant influence between Leadership Style on Employee Performance. There is a positive and insignificant effect between Self-Efficacy on Employee Performance. There is a negative and insignificant effect between Motivation on Employee Performance. Motivation does not mediate Leadership Style on Employee Performance. Motivation does not mediate Self-Efficacy on Employee Performance. The contribution of motivational and leadership style variables to employee performance with self-efficacy as an intervening variable has an effect of 70.6%, while the remaining 29.4% is influenced by other variables outside this study.

Keywords: Motivation, Leadership Style, Self efficacy, and Employee Performance