

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh *Self Efficacy* Dan Pengembangan Karir Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada PT. Toyota Intercome Padang. Metode analisis data menggunakan kuesioner, dengan sampel 45 responden. Metode analisis data yang digunakan adalah analisis regresi linear berganda dan Analisis Jalur. Berdasarkan hasil penelitian menunjukkan bahwa *Self Efficacy* Dan Pengembangan Karir berpengaruh positif dan signifikan Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Intervening. Kontribusi variabel *Self Efficacy* Dan Pengembangan Karir Terhadap Produktivitas Kerja Melalui Kepuasan Kerja Sebagai Variabel Intervening berpengaruh sebesar 51,7% sedangkan sisanya sebesar 48,3% di pengaruhi oleh variabel lain diluar penelitian ini. Berdasarkan hasil penelitian ini diharapkan pihak PT. Toyota Intercome Padang dapat meningkatkan Kinerja Karyawan dengan meningkatkan *Self Efficacy* Dan Pengembangan Karir, Dan Kepuasan Kerja melalui masing-masing indikator.

Kata Kunci: *Self Efficacy*, Pengembangan Karir, Kepuasan Kerja, Dan Kinerja Karyawan

ABSTRACT

The purpose of this study was to determine how much influence Self Efficacy and Career Development have on employee performance with job satisfaction as an intervening variable at PT. Toyota Intercom Padang. Methods of data analysis using a questionnaire, with a sample of 45 respondents. The data analysis method used is multiple linear regression analysis and path analysis. Based on the results of the study indicate that Self Efficacy and Career Development have a positive and significant effect on Employee Performance through Job Satisfaction as an Intervening Variable. The contribution of the variable Self Efficacy and Career Development to Work Productivity through Job Satisfaction as an Intervening Variable has an effect of 51.7% while the remaining 48.3% is influenced by other variables outside of this study. Based on the results of this study, it is expected that PT. Toyota Intercome Padang can improve employee performance by increasing Self Efficacy and Career Development, and Job Satisfaction through each indicator.

Keywords: Self Efficacy, Career Development, Job Satisfaction, And Employee Performance