

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh kepercayaan diri, beban kerja, dan *soft skill* terhadap kinerja pegawai dengan prestasi kerja sebagai variabel intervening pada guru dan pegawai SMAN 4 Bukittinggi. Metode yang digunakan adalah Structur Equation Modeling (SEM) dengan Partial Least Square (PLS) 3.0. Dengan mengedarkan kuesioner sebanyak 63 responden. Hasil analisis data menyimpulkan, kepercayaan diri berpengaruh positif dan signifikan terhadap prestasi kerja. Beban kerja berpengaruh positif dan signifikan terhadap prestasi kerja. *Soft skill* berpengaruh positif dan signifikan terhadap prestasi kerja. Kepercayaan diri berpengaruh positif dan signifikan terhadap kinerja pegawai. Beban kerja berpengaruh positif dan tidak signifikan terhadap kinerja pegawai *Soft skill* berpengaruh positif dan tidak signifikan terhadap kinerja pegawai. Prestasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Kepercayaan diri berpengaruh positif dan signifikan terhadap kinerja pegawai melalui prestasi kerja pada. Beban kerja berpengaruh positif dan signifikan terhadap kinerja pegawai melalui prestasi kerja. *Soft skill* berpengaruh positif dan signifikan terhadap kinerja pegawai melalui prestasi kerja.

.Kata Kunci : Kepercayaan diri, Beban kerja, *Soft skill*, Kinerja pegawai, Prestasi Kerja

ABSTRACT

This study aims to determine how much the influence of self-confidence, workload and soft skills on employee performance with work performance as an intervening variable for teachers and employees of SMAN 4 BUKITTINGGI. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By distributing questionnaires as many as 63 respondents. The results of the data analysis concluded that self-confidence has a positive and significant effect on work performance. Workload has a positive and significant effect on work performance. Soft skills have a positive and significant effect on work performance. Self-confidence has a positive and significant effect on employee performance. Workload has a positive and insignificant effect on employee performance. Soft skills have a positive and insignificant effect on employee performance. Job performance has a positive and significant effect on employee performance. Self-confidence has a positive and significant effect on employee performance through work performance at. Workload has a positive and significant effect on employee performance through work performance. Soft skills have a positive and significant effect on employee performance through work performance.

Keywords: Confidence, Workload, Soft skill, Work performance, Employee Performance