

## ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh Keterlibatan Kerja Dan Kecerdasan Intelektual Terhadap Kinerja Pegawai Melalui *Locus Of Control* Sebagai Variabel Intervening Pada Kantor Wali Kota Padang. Metode analisis data menggunakan kuesioner, dengan sampel 35 responden. Metode analisis data yang digunakan adalah Analisa Jalur. Berdasarkan hasil penelitian menunjukkan bahwa Terdapat pengaruh positif dan signifikan Keterlibatan Kerja terhadap *Locus Of Control*. Terdapat pengaruh positif dan tidak signifikan Kecerdasan Intelektual terhadap *Locus Of Control*. Terdapat pengaruh positif dan signifikan Keterlibatan Kerja terhadap Kinerja Pegawai. Terdapat pengaruh positif dan signifikan Kecerdasan Intelektual terhadap Kinerja Pegawai. Terdapat pengaruh positif dan signifikan *Locus Of Control* terhadap Kinerja Pegawai. *Locus Of Control* tidak memediasi Keterlibatan Kerja terhadap Kinerja Pegawai. *Locus Of Control* tidak memediasi Kecerdasan Intelektual terhadap Kinerja Pegawai. Kontribusi variabel Keterlibatan Kerja dan Kecerdasan Intelektual melalui *Locus Of Control* berpengaruh sebesar 73,0% sedangkan sisanya sebesar 27,0% di pengaruhi oleh variabel lain diluar penelitian ini. Berdasarkan hasil penelitian ini diharapkan pihak Kantor Wali Kota Padang dapat meningkatkan Kinerja Pegawai dengan meningkatkan Keterlibatan Kerja, Kecerdasan Intelektual, *Locus Of Control* melalui masing-masing indikator.

**Kata Kunci: Keterlibatan Kerja, Kecerdasan Intelektual, *Locus Of Control*, Dan Kinerja Pegawai**

## ABSTRACT

*The purpose of this study was to find out how much influence work involvement and intellectual intelligence have on employee performance through locus of control as intervening variables at the Mayor's Office of Padang. Methods of data analysis using a questionnaire, with a sample of 35 respondents. The data analysis method used is Path Analysis. Based on the results of the study, it shows that there is a positive and significant effect of work involvement on locus of control. There is a positive and insignificant effect of Intellectual Intelligence on Locus Of Control. There is a positive and significant influence of Work Involvement on Employee Performance. There is a positive and significant influence of Intellectual Intelligence on Employee Performance. There is a positive and significant influence of Locus of Control on Employee Performance. Locus Of Control does not mediate Work Involvement on Employee Performance. Locus Of Control does not mediate Intellectual Intelligence on Employee Performance. The contribution of the variables of work involvement and intellectual intelligence through locus of control has an effect of 73.0% while the remaining 27.0% is influenced by other variables outside this study. Based on the results of this study, it is hoped that the Padang Mayor's Office can improve Employee Performance by increasing Work Involvement, Intellectual Intelligence, Locus Of Control through each indicator.*

*Keywords: Job Involvement, Intellectual Intelligence, Locus Of Control, And Employee Performance*