

ABSTRAK

Frendly Sukma, 19101155310311, Jurusan SI-Manajemen, Tahun 2023, **Pengaruh *Self Efficacy* dan Motivasi Kerja Terhadap Kedisiplinan Pegawai Melalui Loyalitas Pegawai Sebagai Variabel Intervening Pada Kantor Dinas Kominfo Kabupaten Sijunjung**. Dibawah Pembimbing I Ibu Vivi Nila Sari, SE. MM dan Pembimbing II Bapak Bayu Pratama Azka, SE. MM. Penelitian ini bertujuan untuk mengetahui seberapa besar, Pengaruh *Self Efficacy* dan Motivasi Kerja Terhadap Kedisiplinan Pegawai Melalui Loyalitas Pegawai sebagai variabel Intervening Pada Dinas Komunikasi dan Informatika Kabupaten Sijunjung. Metode pengumpulan data melalui survey dan pengumpulan kuesioner, dengan sampel 45 responden dari pegawai Kantor Dinas Komunikasi dan Informatika Kabupaten Sijunjung. Metode analisis yang digunakan adalah *SMART PLS* 3.0. Hasil penelitian yang di dapatkan berdasarkan uji parsial (Uji t) diperoleh: (a) Terdapat pengaruh yang tidak signifikan *Self Efficacy* terhadap Loyalitas Pegawai Dinas Kominfo Kabupaten Sijunjung. (b) Terdapat pengaruh positif yang signifikan Motivasi Kerja terhadap Loyalitas Pegawai Dinas Kominfo Kabupaten Sijunjung. (c) Terdapat pengaruh positif yang signifikan *Self Efficacy* terhadap Kedisiplinan Pegawai Dinas Kominfo Kabupaten Sijunjung. (d) Terdapat pengaruh positif yang signifikan *Self Efficacy* terhadap Kedisiplinan Pegawai Dinas Kominfo Kabupaten Sijunjung. (e) Terdapat pengaruh positif yang signifikan Loyalitas Pegawai terhadap Kedisiplinan Pegawai Dinas Kominfo Kabupaten Sijunjung. (f) Terdapat pengaruh yang tidak signifikan *Self Efficacy* terhadap Kedisiplinan Pegawai melalui Loyalitas Pegawai Dinas Kominfo Kabupaten Sijunjung. (g) Terdapat pengaruh yang signifikan Motivasi Kerja terhadap Kedisiplinan Pegawai melalui Loyalitas Pegawai Dinas Kominfo Kabupaten Sijunjung. Akhirnya penulis menyarankan kepada Dinas Kominfo Kabupaten Sijunjung untuk dapat meningkatkan *Self Efficacy* dan Motivasi Kerja dengan cara menggunakan indikator-indikator yang terdapat dalam penelitian ini.

Kata Kunci: *Self Efficacy*, Motivasi Kerja, Kedisiplinan Pegawai, Loyalitas Pegawai.

ABSTRACT

*Frendly Sukma, 19101155310311, Department of IS-Management, 2023, **The Effect of Self Efficacy and Work Motivation on Employee Discipline through Employee Loyalty as an Intervening Variable at the Sijunjung Regency Communication and Information Service Office.** Under Supervisor I Mrs. Vivi Nila Sari, SE. MM and Supervisor II Mr. Bayu Pratama Azka, SE. MM. This study aims to find out how big, the influence of Self Efficacy and Work Motivation on Employee Discipline through Employee Loyalty as an Intervening variable in the Communication and Informatics Service of Sijunjung Regency. The method of collecting data through surveys and collecting questionnaires, with a sample of 45 respondents from employees of the Sijunjung Regency Communication and Informatics Office. The analysis method used is SMART PLS 3.0. The research results obtained based on partial tests (t test) obtained: (a) There is an insignificant effect of Self Efficacy on Employee Loyalty at the Sijunjung Regency Kominfo Service. (b) There is a significant positive effect of Work Motivation on Employee Loyalty at the Sijunjung District Kominfo Service. (c) There is a significant positive effect of Self Efficacy on the Discipline of the Sijunjung Regency Kominfo Service Employees. (d) There is a significant positive effect of Self Efficacy on the Discipline of the Sijunjung Regency Kominfo Service Employees. (e) There is a significant positive effect of Employee Loyalty on the Discipline of the Sijunjung Regency Kominfo Service Employees. (f) There is an insignificant effect of Self Efficacy on Employee Discipline through Employee Loyalty at the Sijunjung District Communication and Information Service Office. (g) There is a significant effect of Work Motivation on Employee Discipline through Employee Loyalty at the Sijunjung District Communication and Information Service Office. Finally, the authors suggest to the Sijunjung District Communication and Informatics Service to be able to increase Self-Efficacy and Work Motivation by using the indicators contained in this study.*

Keywords: Self Efficacy, Work Motivation, Employee Discipline, Employee Loyalty.