

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh kompetensi pegawai dan *self efficacy* terhadap prestasi kerja melalui pengembangan karir sebagai variable intervening pada pt bina pratama sakato jaya di Kecamatan Kamang Baru, Kabupaten Sijunjung Provinsi Sumatera Barat. Metode pengumpulan data melalui survey dan kuesioner yang disebarakan sebanyak 85 responden. Dalam penelitian ini menggunakan alat analisis structural equation modeling (SEM) dengan menggunakan program partial least square (PLS) merupakan pendekatan berbasis komponen untuk pengujian model persamaan structural atau biasa disebut SEM hasil pengujian data dengan menggunakan alat bantu program smartpls. Hasil penelitian ini menunjukkan bahwa (1) kompetensi pegawai berpengaruh positif dan tidak signifikan terhadap pengembangan karir. (2) *Self efficacy* berpengaruh positif dan signifikan terhadap pengembangan karir. (3) kompetensi pegawai berpengaruh positif dan signifikan terhadap prestasi kerja. (4) *self efficacy* berpengaruh positif dan tidak signifikan terhadap prestasi kerja. (5) pengembangan karir berpengaruh positif dan signifikan terhadap prestasi kerja. (6) kompetensi pegawai berpengaruh positif dan tidak signifikan terhadap prestasi kerja melalui pengembangan karir. (7) *self efficacy* berpengaruh positif dan signifikan terhadap prestasi kerja melalui pengembangan karir.

Kata kunci: kompetensi pegawai, *self efficacy*, prestasi kerja, pengembangan karir

ABSTRACT

This study aims to determine how much influence employee competence and self-efficacy have on work performance through career development as an intervening variable in pt bina pratama sakato jaya in Kamang Baru District, Sijunjung Regency, West Sumatra Province. The method of data collection through surveys and questionnaires distributed by 85 respondents. In this research, using structural equation modeling (SEM) analysis tools using the partial least square (PLS) program is a component-based approach to testing structural equation models or commonly called SEM data test results using smartpls program tools. The results of this study show that (1) employee competence has a positive and insignificant effect on career development (2) Self-efficacy has a positive and significant effect on career development. (3) employee competence has a positive and significant effect on work performance. (4) self-efficacy has a positive and insignificant effect on work performance. (5) career development has a positive and significant effect on job performance. (6) employee competence has a positive and insignificant effect on work performance through career development. (7) self-efficacy has a positive and significant effect on work performance through career development.

Keywords: employee competence, self-efficacy, work performance, career development