

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Pengaruh Stres Kerja dan *Self Efficacy* Terhadap Kinerja Pegawai SDM melalui Motivasi Kerja Sebagai Variabel Intervening pada Poldasumbar. Metode analisis data menggunakan kuesioner, dengan sampel 35 responden. Metode yang digunakan adalah Struktur Equation Modeling (SEM) dengan Partial Least Square (PLS) 3.0.

Hasil analisis data menyimpulkan bahwa (1) Terdapat pengaruh negatif yang tidak signifikan stres kerja terhadap motivasi kerja pada pegawai Sumber Daya Manusia Poldasumbar. (2) Terdapat pengaruh positif yang signifikan *self efficacy* terhadap motivasi kerja pada pegawai Sumber Daya Manusia Poldasumbar. (3) Terdapat pengaruh negatif dan tidak signifikan stres kerja terhadap kinerja pada pegawai Sumber Daya Manusia Poldasumbar. (4) Terdapat pengaruh positif dan signifikan *self efficacy* terhadap kinerja pegawai pada pegawai Sumber Daya Manusia Poldasumbar. (5) Terdapat pengaruh positif yang signifikan motivasi kerja terhadap kinerja pegawai pada Sumber Daya Manusia Poldasumbar. (6) Terdapat pengaruh negatif yang tidak signifikan stres kerja dimediasi oleh motivasi kerja terhadap kinerja pegawai Sumber Daya Manusia Poldasumbar. (7) Terdapat pengaruh positif dan signifikan *self efficacy* dimediasi oleh motivasi kerja terhadap kinerja pegawai SDM Poldasumbar.

Kata Kunci :Stres Kerja, *Self Efficacy*, Kinerja Pegawai dan Motivasi Kerja.

ABSTRACT

The purpose of this study was to determine the effect of work stress and self-efficacy on employee performance through work motivation as an intervening variable in the HR of the West Sumatra Regional Police. Methods of collecting data through surveys and distributing questionnaires to employees as respondents, with a sample of 65 respondents. The data analysis technique used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0.

The results of the data analysis concluded that (1) there is a negative effect that is not significant work stress on work motivation of the West Sumatra Regional Police Human Resources employees. (2) There is a significant positive effect of self-efficacy on work motivation in the Human Resources staff of the West Sumatra Regional Police. (3) There is a negative and insignificant effect of work stress on the performance of the West Sumatra Regional Police Human Resources employees. (4) There is a positive and significant influence of self-efficacy on employee performance in West Sumatra Regional Police Human Resources employees. (5) There is a significant positive effect of work motivation on employee performance in the Human Resources of the West Sumatra Regional Police. (6) There is an insignificant negative effect of work stress mediated by work motivation on the performance of West Sumatra Regional Police Human Resources employees. (7) There is a positive and significant influence of self-efficacy mediated by work motivation on the performance of HR employees at the West Sumatra Regional Police.

Keywords: Work Stress, Self Efficacy, Employee Performance and Work Motivation.