

ABSTRAK

Penelitian ini dilakukan untuk mengetahui pengaruh *self efficacy* dan komunikasi terhadap kinerja pegawai pada Biro Perekonomian Kantor Gubernur Provinsi Sumatera Barat. Penelitian ini bersifat kuantitatif dengan metode pengumpulan data melalui observasi, kuesioner, dan dokumentasi. Populasi dalam penelitian ini adalah sebanyak 31 orang pegawai. Metode analisis data yang digunakan adalah analisis statistik deskriptif, analisis *Structural Equation Modeling* (SEM) dengan *Partial Last Square* (PLS) atau *SEM-PLS*, koefisien jalur (*path coefficient*) dan uji hipotesis, serta pengaruh langsung (*direct effect*) dan pengaruh tidak langsung (*indirect effect*).

Hasil penelitian ini menunjukkan bahwa (1) Terdapat pengaruh positif dan signifikan *self efficacy* terhadap kepuasan kerja pada Biro Perekonomian Kantor Gubernur Provinsi Sumatera Barat. (2) Terdapat pengaruh positif dan signifikan komunikasi terhadap kepuasan kerja pada Biro Perekonomian Kantor Gubernur Provinsi Sumatera Barat. (3) Terdapat pengaruh positif dan signifikan *self efficacy* terhadap kinerja pegawai pada Biro Perekonomian Kantor Gubernur Provinsi Sumatera Barat. (4) Terdapat pengaruh negatif dan tidak signifikan komunikasi terhadap kinerja pegawai pada Biro Perekonomian Kantor Gubernur Provinsi Sumatera Barat. (5) Terdapat pengaruh positif dan tidak signifikan kepuasan kerja terhadap kinerja pegawai pada Biro Perekonomian Kantor Gubernur Provinsi Sumatera Barat. (6) Terdapat pengaruh positif dan tidak signifikan *self efficacy* terhadap kinerja karyawan melalui kepuasan kerja pada Biro Perekonomian Kantor Gubernur Provinsi Sumatera Barat. (7) Terdapat pengaruh positif dan tidak signifikan komunikasi terhadap kinerja karyawan melalui kepuasan kerja pada Biro Perekonomian Kantor Gubernur Provinsi Sumatera Barat. (8) Kontribusi variabel *self efficacy* dan komunikasi terhadap kepuasan kerja, yaitu sebesar 0,929 atau sebesar 92,9% sedangkan sisanya sebesar 7,1% dipengaruhi oleh variabel lain yang tidak diteliti di dalam penelitian ini pada Biro Perekonomian Kantor Gubernur Provinsi Sumatera Barat. (9) Kontribusi variabel *self efficacy*, komunikasi, dan kepuasan kerja terhadap kinerja pegawai, yaitu sebesar 0,911 atau sebesar 91,1% sedangkan sisanya sebesar 8,9% dipengaruhi oleh variabel lain yang tidak diteliti di dalam penelitian ini pada Biro Perekonomian Kantor Gubernur Provinsi Sumatera Barat.

Kata kunci: *Self efficacy*, komunikasi, kinerja pegawai, dan kepuasan kerja.

ABSTRACT

This research was conducted to determine the effect of self-efficacy and communication on employee performance at the Economic Bureau of the Office of the Governor of West Sumatra Province. This research is quantitative with data collection methods through observation, questionnaires, and documentation. The population in this study were 31 employees. The data analysis method used is descriptive statistical analysis, Structural Equation Modeling (SEM) analysis with Partial Least Square (PLS) or SEM-PLS, path coefficient and hypothesis testing, as well as direct effects and indirect effects.

The results of this study indicate that (1) there is a positive and significant influence of self-efficacy on job satisfaction at the Bureau of the Economy Office of the Governor of West Sumatra Province. (2) There is a positive and significant influence of communication on job satisfaction at the Economic Bureau of the Office of the Governor of West Sumatra Province. (3) There is a positive and significant effect of self-efficacy on employee performance at the Bureau of the Economy Office of the Governor of West Sumatra Province. (4) There is a negative and insignificant effect of communication on employee performance at the Economic Bureau of the Office of the Governor of West Sumatra Province. (5) There is a positive and insignificant effect of job satisfaction on employee performance at the Bureau of the Economy Office of the Governor of West Sumatra Province. (6) There is a positive and insignificant effect of self-efficacy on employee performance through job satisfaction at the Bureau of the Economy Office of the Governor of West Sumatra Province. (7) There is a positive and insignificant effect of communication on employee performance through job satisfaction at the Bureau of the Economy Office of the Governor of West Sumatra Province. (8) The contribution of self-efficacy and communication variables to job satisfaction, which is equal to 0.929 or 92.9%, while the remaining 7.1% is influenced by other variables not examined in this study at the Economic Bureau of the Office of the Governor of West Sumatra Province. (9) The contribution of self-efficacy, communication, and job satisfaction variables to employee performance, which is equal to 0.911 or 91.1% while the remaining 8.9% is influenced by other variables not examined in this study at the Provincial Governor's Office of the Economy West Sumatra.

Keywords: *Self efficacy, communication, employee performance, and job satisfaction.*