

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh gaya kepemimpinan dan *self efficacy* terhadap kinerja karyawan dengan kepuasan kerja menggunakan data primer yang diperoleh dengan menyebarkan kuesioner kepada 100 karyawan sebagai responden yaitu pada PT. Haleyora Power Region 4 Sumatera Barat. Dalam penelitian ini menggunakan alat analisis structural equation modeling (SEM) dengan menggunakan Partial Least Square (PLS). Hasil menunjukkan bahwa terdapat gaya kepemimpinan berpengaruh positif dan signifikan terhadap kepuasan kerja pada PT. Haleyora Power Region 4 Sumatera Barat, Terdapat *self efficacy* berpengaruh positif dan signifikan terhadap kepuasan kerja pada PT. Haleyora Power Region 4 Sumatera Barat, Terdapat gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja karyawan pada PT. Haleyora Power Region 4 Sumatera Barat, Terdapat *self efficacy* berpengaruh positif dan signifikan terhadap kinerja karyawan pada PT. Haleyora Power Region 4 Sumatera Barat, Terdapat kepuasan kerja berpengaruh positif dan tidak signifikan terhadap kinerja karyawan pada PT. Haleyora Power Region 4 Sumatera Barat, Terdapat gaya kepemimpinan melalui kepuasan kerja berpengaruh positif dan tidak signifikan terhadap kinerja karyawan pada PT. Haleyora Power Region 4 Sumatera Barat, Terdapat *self efficacy* melalui kepuasan kerja berpengaruh positif dan tidak signifikan terhadap kinerja karyawan (Y) pada PT. Haleyora Power Region 4 Sumatera Barat.

Kata kunci : Gaya Kepemimpinan, Self Efficacy, Kinerja Karyawan, Kepuasan Kerja

ABSTRACT

This study aims to examine the influence of leadership style and self-efficacy on employee performance with job satisfaction using primary data obtained by distributing questionnaires to 100 employees as respondents, namely at PT. Haleyora Power Region 4 West Sumatra. In this study using structural equation modeling (SEM) analysis tools using Partial Least Square (PLS). The results show that there is a leadership style that has a positive and significant effect on job satisfaction at PT. Haleyora Power Region 4 West Sumatra, There is self-efficacy that has a positive and significant effect on job satisfaction at PT. Haleyora Power Region 4 West Sumatra, There is a leadership style that has a positive and significant effect on employee performance at PT. Haleyora Power Region 4 West Sumatra, There is self-efficacy that has a positive and significant effect on employee performance at PT. Haleyora Power Region 4 West Sumatra, There is job satisfaction that has a positive and insignificant effect on employee performance at PT. Haleyora Power Region 4 West Sumatra, There is a leadership style through job satisfaction that has a positive and insignificant effect on employee performance at PT. Haleyora Power Region 4 West Sumatra, There is self-efficacy through job satisfaction which has a positive and insignificant effect on employee performance (Y) at PT. Haleyora Power Region 4 West Sumatra.

Keywords: *Leadership Style, Self Efficacy, Employee Performance, Job Satisfaction*