

ABSTRAK

Angela 21101155310055. Manajemen (2025), “Pengaruh Motivasi Kerja dan *Self Efficacy* Terhadap Kinerja Pegawai Melalui Komitmen Organisasi sebagai Variabel Intervening (study kasus : kepada pegawai Kantor Imigrasi Kelas I TPI Padang)” dibawah bimbingan bapak Dr. Vicky Brama Kumbara, SE., MM dan ibu Dr. Hilda Mary, SE., MM.

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Motivasi Kerja dan *Self Efficacy* Terhadap Kinerja Pegawai melalui Komitmen Organisasi sebagai Variabel Intervening. Sampel dalam penelitian ini berjumlah 90 responden. Populasi dalam penelitian ini adalah pegawai Kantor Imigrasi Kelas I TPI Padang.

Hasil penelitian ini yaitu (1) Tidak terdapat pengaruh signifikan motivasi kerja terhadap komitmen organisasi pada Kantor Imigrasi Kelas I TPI Padang. (2) Terdapat pengaruh positif dan signifikan *self efficacy* terhadap komitmen organisasi pada Kantor Imigrasi Kelas I TPI Padang. (3) Terdapat pengaruh positif dan signifikan motivasi kerja terhadap kinerja pegawai pada Kantor Imigrasi Kelas I TPI Padang. (4) Terdapat pengaruh positif dan signifikan *self efficacy* terhadap kinerja pegawai pada Kantor Imigrasi Kelas I TPI Padang. (5) Terdapat pengaruh positif dan signifikan komitmen organisasi terhadap kinerja pegawai pada Kantor Imigrasi Kelas I TPI Padang. (6) Komitmen organisasi tidak dapat memediasi pengaruh motivasi kerja terhadap kinerja pegawai pada Kantor Imigrasi Kelas I TPI Padang. (7) Komitmen organisasi dapat memediasi pengaruh *self efficacy* terhadap kinerja pegawai pada Kantor Imigrasi Kelas I TPI Padang.

Kata Kunci : motivasi kerja, *self efficacy*, kinerja pegawai, komitmen organisasi.

ABSTRACT

Angela 21101155310055. Management (2025), *"The Influence of Work Motivation and Self-Efficacy on Employee Performance Through Organizational Commitment as an Intervening Variable (case study: to employees of the TPI Padang Class I Immigration Office)"* under the guidance of Dr. Vicky Brama Kumbara, SE., MM and mother Dr. Hilda Mary, SE., MM.

This research aims to determine how much influence work motivation and self-efficacy have on employee performance through organizational commitment as an intervening variable. The sample in this study consisted of 90 respondents. The population in this study were employees of the TPI Padang Class I Immigration Office.

The results of this research are (1) There is no significant influence of work motivation on organizational commitment at the TPI Padang Class I Immigration Office. (2) There is a positive and significant influence of self-efficacy on organizational commitment at the TPI Padang Class I Immigration Office. (3) There is a positive and significant influence of work motivation on employee performance at the TPI Padang Class I Immigration Office. (4) There is a positive and significant influence of self-efficacy on employee performance at the TPI Padang Class I Immigration Office. (5) There is a positive and significant influence of organizational commitment on employee performance at the TPI Padang Class I Immigration Office. (6) Organizational commitment cannot mediate the influence of work motivation on employee performance at the TPI Padang Class I Immigration Office. (7) Organizational commitment can mediate the influence of self-efficacy on employee performance at the TPI Padang Class I Immigration Office.

Keywords: work motivation, self-efficacy, employee performance, organizational commitment.