

ABSTRAK

Penelitian ini bertujuan untuk mengetahui Motivasi Kerja dan Stress Kerja terhadap Kinerja Pegawai melalui *Self-Efficacy* sebagai variabel intervening pada Puskesmas Biaro Kabupaten Agam. Metode analisis data menggunakan kuesioner, dengan sampel 75 responden. Metode analisis data yang digunakan dalam penelitian ini adalah analisis *Outer Model*, *Average Variance Extracted* (AVE), Penilaian Reabilitas, dan Pengujian *Inner Model (Structural)* dengan menggunakan *SmartPLS* 3.0. Hasil penelitian menunjukkan bahwa Motivasi Kerja berpengaruh secara positif dan signifikan terhadap *Self-Efficacy*. Terdapat pengaruh positif dan tidak signifikan antara Stress Kerja terhadap *Self-Efficacy*. Terdapat pengaruh positif dan signifikan antara Motivasi Kerja Terhadap Kinerja Pegawai. Terdapat pengaruh negative dan signifikan antara Stress Kerja terhadap Kinerja Pegawai. Terdapat pengaruh positif dan signifikan *Self-Efficacy* Terhadap Kinerja Pegawai. Terdapat pengaruh positif tidak signifikan antara *Self-Efficacy* sebagai variabel intervening terhadap Motivasi Kerja dengan Kinerja Pegawai. Terdapat pengaruh positif dan signifikan antara *Self-Efficacy* sebagai variabel intervening terhadap Motivasi Kerja dengan Kinerja Pegawai pada Puskesmas Biaro Kabupaten Agam.

Kata kunci : Motivasi Kerja, Stress Kerja, Kinerja Pegawai, *Self-Efficacy*.

ABSTRACT

This research aims to determine Work Motivation and Work Stress on Employee Performance through Self-Efficacy as an intervening variable at the Biaro Community Health Center, Agam Regency. The data analysis method uses a questionnaire, with a sample of 75 respondents. The data analysis method used in this research is Outer Model analysis, Average Variance Extracted (AVE), Reliability Assessment, and Inner Model (Structural) testing using SmartPLS 3.0. The research results show that work motivation has a positive and significant effect on Self-Efficacy. There is a positive and insignificant influence between Job Stress on Self-Efficacy. There is a positive and significant influence between work motivation and employee performance. There is a negative and significant influence between Job Stress on Employee Performance. There is a positive and significant influence of Self-Efficacy on Employee Performance. There is an insignificant positive influence between Self-Efficacy as an intervening variable on Work Motivation and Employee Performance. There is a positive and significant influence between Self-Efficacy as an intervening variable on Work Motivation and Employee Performance at the Biaro Community Health Center, Agam Regency.

Keyword : Work Motivation, Work Stress, Employee Performance, Sel-Efficacy.