

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *self efficacy* dan lingkungan kerja terhadap kinerja pegawai melalui motivasi sebagai variabel intervening pada pondok pesantren pembangunan dharmastraya. Metode analisis data menggunakan kuesioner, dengan sampel 42 responden. Hasil penelitian ini menunjukkan bahwa *self efficacy* berpengaruh secara positif dan signifikan terhadap motivasi pegawai pada pondok pesantren pembangunan dharmastraya, lingkungan kerja berpengaruh positif dan signifikan terhadap motivasi pada pegawai pondok pesantren pembangunan dharmastraya, *self efficacy* berpengaruh positif dan tidak signifikan terhadap kinerja pegawai pada pondok pesantren pembangunan dharmastraya, lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai pada pondok pesantren pembangunan dharmastraya, motivasi berpengaruh positif dan signifikan terhadap kinerja pegawai pada pondok pesantren pembangunan dharmastraya, *self efficacy* tidak berpengaruh positif dan signifikan terhadap kinerja pegawai melalui motivasi sebagai variabel intervening pada pondok pesantren pembangunan dharmastraya, lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai melalui motivasi sebagai variabel intervening pada pondok pesantren pembangunan dharmastraya.

Kata kunci : *Self efficacy*, lingkungan kerja , kinerja pegawai dan motivasi

ABSTRACT

This research aims to determine the influence of self-efficacy and the work environment on employee performance through motivation as an intervening variable at the Dharmasraya Development Islamic Boarding School. The data analysis method uses a questionnaire, with a sample of 42 respondents. The results of this research show that self-efficacy has a positive and significant effect on employee motivation at the Dharmasraya Development Islamic Boarding School, the work environment has a positive and significant effect on the motivation of employees at the Dharmasraya Development Islamic Boarding School, self-efficacy has a positive and insignificant effect on employee performance at the Development Islamic Boarding School. dharmasraya, the work environment has a positive and significant effect on employee performance at the dharmasraya development Islamic boarding school, motivation has a positive and significant effect on employee performance at the dharmasraya development Islamic boarding school, self efficacy has no positive effect and significantly on employee performance through motivation as an intervening variable at the Dharmasraya Development Islamic boarding school, the work environment has a positive and significant effect on employee performance through motivation as an intervening variable at the Dharmasraya Development Islamic boarding school.

Keywords: Self efficacy, work environment, employee performance and motivation