

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan berusaha menganalisis Pengaruh Kepemimpinan Dan Lingkungan Kerja Terhadap Kinerja Pegawai Melalui *Self Efficacy* Sebagai Variabel Intervening Pada Puskesmas Silungkang Kota Sawahlunto. Penelitian ini adalah model *Structural Equation Modeling* (SEM) dengan alat bantu analisi Smart PLS 3.0. Populasi dan sampel penelitian ini adalah pegawai Puskesmas Silungkang Kota Sawahlunto. Hasil penelitian menemukan Terdapat pengaruh positif dan signifikan antara Kepemimpinan terhadap *Self Efficacy*. Terdapat pengaruh positif dan tidak signifikan antara Lingkungan Kerja terhadap *Self Efficacy*. terdapat pengaruh positif dan signifikan antara Kepemimpinan terhadap Kinerja Pegawai. Tidak terdapat pengaruh positif dan signifikan antara Lingkungan Kerja terhadap Kinerja Pegawai. Terdapat pengaruh positif dan signifikan antara *Self Efficacy* terhadap Kinerja Pegawai. *Self Efficacy* tidak memediasi Kepemimpinan terhadap Kinerja Pegawai. *Self Efficacy* memediasi Lingkungan Kerja terhadap Kinerja Pegawai.

**Kata Kunci:** Kepemimpinan, Lingkungan Kerja, *Self Efficacy*, Kinerja Pegawai

## **ABSTRACT**

*This research aims to determine and attempt to analyze the influence of leadership and work environment on employee performance through self-efficacy as an intervening variable at the Silungkang Community Health Center, Sawahlunto City. This research is a Structural Equation Modeling (SEM) model with the SmartPLS 3.0 analysis tool. The population and sample for this study were employees of the Silungkang Community Health Center, Sawahlunto City. The research results found that there is a positive and significant influence between leadership and self-efficacy. There is a positive and insignificant influence between the Work Environment and Self Efficacy. There is a positive and significant influence between leadership on employee performance. There is no positive and significant influence between the Work Environment and Employee Performance. There is a positive and significant influence between Self Efficacy on Employee Performance. Self Efficacy does not mediate Leadership on Employee Performance. Self Efficacy mediates the Work Environment on Employee Performance.*

*Keywords: Leadership, Work Environment, Self Efficacy, Employee Performance*