

## **ABSTRAK**

Tujuan penelitian ini dilakukan untuk mengetahui pengaruh *self-efficacy* dan disiplin kerja terhadap semangat kerja dengan motivasi kerja sebagai variabel intervening pada kantor camat bungus teluk kabung. Data yang digunakan adalah data primer berupa hasil penyebaran angket dan wawancara pada sampel yang di sebarkan pada responden. Teknis analisis data menggunakan analisis regresi berganda dengan jumlah sampel 34 orang pegawai kantor camat bungus teluk kabung.

Hasil penelitian menunjukkan bahwa *self-efficacy* berpengaruh positif dan signifikan terhadap motivasi kerja, disiplin kerja berpengaruh positif dan signifikan terhadap motivasi kerja, *self-efficacy* berpengaruh positif dan signifikan terhadap semangat kerja, disiplin kerja berpengaruh positif dan signifikan terhadap semangat kerja, motivasi kerja berpengaruh positif dan signifikan terhadap semangat kerja, dan motivasi kerja tidak mampu memediasi *self-efficacy* dan disiplin kerja terhadap semangat kerja. diperoleh angka Adjusted R Square sebesar 0,739 hal ini menunjukan bahwa sumbangannya variabel *Self-Efficacy* dan Disiplin Kerja terhadap Motivasi Kerja sebesar 0,739 atau 73,9% sedangkan sisanya sebesar 26,1% di pengaruhi oleh variabel lain.

Kata Kunci : *Self-Efficacy*, Disiplin Kerja, Motivasi Kerja, Semangat Kerja.

## **ABSTRACT**

*The purpose of this study was to determine the effect of self-efficacy and work discipline on morale with work motivation as an intervening variable at the Bungus Teluk Kabung sub-district office. The data used is primary data in the form of the results of the distribution of questionnaires and interviews on the sample distributed to the respondents. Technical analysis of the data using multiple regression analysis with a sample of 34 employees of the Bungus Teluk Kabung sub-district office.*

*The results showed that self-efficacy had a positive and significant effect on work motivation, work discipline had a positive and significant effect on work motivation, self-efficacy had a positive and significant effect on morale, work discipline had a positive and significant effect on work morale, work motivation had a positive effect. and significant on morale, and work motivation is not able to mediate self-efficacy and work discipline on morale. Obtained an Adjusted R Square number of 0,739, this indicates that the contribution of the variabel Self-Efficacy and work discipline to work motivation is 0.739 or 73.9% while the remaining 26.1% is influenced by other variables.*

*Keywords:* *Self-Efficacy, Work Discipline, Work Motivation, Work Spirit.*