

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *employee engagement* dan *self-efficacy* terhadap kinerja karyawan Smk N1 Lembah Melintang Kab.Pasaman Barat. Metode analisis data menggunakan kuesioner, dengan sampel 75 responden. Metode analisis yang digunakan adalah Analisis Regresi Linear Berganda.

Hasil yang diperoleh *Employee Engagement*, *Self-Efficacy*, dan Kepuasan secara parsial berpengaruh positif dan signifikan terhadap Kepuasan Kerja. Analisis koefisien determinasi dalam regresi linear berganda digunakan untuk mengetahui persentase sumbangan pengaruh variabel independen terdiri dari *Employee Engagement* dan *Self-Efficacy*. Hal ini menunjukkan bahwa sumbangan variabel *Employee Engagement* dan *Self-Efficacy* terhadap Kinerja Karyawan melalui Kepuasan Kerja sebagai variabel intervening sebesar 0,629 atau 62,9% sedangkan sisanya sebesar 37,1% di pengaruhi oleh variabel lain.

Berdasarkan hasil penelitian ini penulis merekomendasikan pada pihak SMKN1 Lembah Melintang Kab.Pasaman Barat. Kinerja Karyawan akan meningkat apabila dapat meningkatkan *Self-Efficacy* melalui peningkatan Yakin dapat Menyelesaikan Tugas Tertentu, Yakin dapat memotivasi diri untuk melakukan tindakan yang diperlukan dalam menyelesaikan tugas, Yakin bahwa diri mampu berusaha dengan keras, gigih dan tekun, Yakin bahwa diri mampu bertahan menghadapi hambatan dan kesulitan, Yakin dapat menyelesaikan tugas yang memiliki range yang luas ataupun sempit.

**Kata Kunci : Employee Engagement Dan Self-Efficacy Dan Kinerja Karyawan.**

## **ABSTRACT**

*This study aims to see the effect of employee involvement and self-efficacy on the performance of employees of Smk N1 Lembah Melintang, Pasaman Barat. The method of data analysis used a questionnaire, with a sample of 75 respondents. The analytical method used is Multiple Linear Regression Analysis.*

*The results obtained by Employee Engagement, Self-Efficacy, and Satisfaction partially have a positive and significant effect on Job Satisfaction. Analysis of the coefficient of determination in multiple linear regression is used to see the proportion of the influence of the independent variables consisting of employee involvement and self-efficacy. This shows that the variable Employee Engagement and Self Efficacy on Employee Performance through Job Satisfaction as an intervention variable is 0.629 or 62.9% while the remaining 37.1% is influenced by other variables.*

*Based on the results of this study, the authors at the SMKN1 Lembah Melintang Pasaman Barat. Employees will increase to be able to increase Self-Efficacy through increased performance Are confident that they can complete certain tasks, are confident that they can motivate themselves to take the necessary actions in the task, are sure that they are able to try hard, are persistent and persistent, are confident that they are able to withstand obstacles and difficulties , Are sure to complete tasks that have a wide or narrow reach.*

***Keywords: Employee Engagement And Self-Efficacy And Employee Performance.***