

## ABSTRAK

Della Wahyu Endriani, No.BP 16101155310708, Manajemen Fakultas ekonomi dan Bisnis (2020), Pengaruh *Self Efficacy* dan Lingkungan Kerja terhadap Kinerja Pegawai melalui Motivasi sebagai variabel intervening pada Kantor Bupati Kabupaten Pesisir Selatan” dibawah bimbingan bapak Dr. Yulismi, SE,MM dan Ibuk Vivi Nila Sari, SE,MM.

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh *Self Efficacy* dan Lingkungan Kerja terhadap Motivasi dan seberapa besar pengaruh *Self Efficacy*, Lingkungan Kerja dan Motivasi terhadap Kinerja Pegawai. Metode pengumpulan data melalui survei dan mengedarkan kuisioner, dengan sampel 54 responden yang di dapat dengan rumus *slovin* pada populasi pegawai kantor Bupati Kabupaten Pesisir Selatan Sebanyak 118. Teknik pengambilan sampel yaitu menggunakan *non probability* sampling dengan *purposive* sampling. Metode analisis yang digunakan adalah analisis regresi linear berganda dan analisis jalur (*Path Analysis*) menggunakan SPSS 23.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh *Self Efficacy* secara parsial tidak berpengaruh signifikan terhadap motivasi dengan ( $\text{Sig} > 0,05$ ) dan lingkungan kerja secara parsial berpengaruh signifikan terhadap motivasi dengan ( $\text{Sig} < 0,05$ ), kemudian berdasarkan Uji Simultan (Uji F) diperoleh *Self efficacy* dan Lingkungan Kerja secara bersama- sama berpengaruh signifikan terhadap Motivasi dengan ( $\text{Sig} < 0,05$ ).

Dan juga hasil penelitian berdasarkan Uji Parsial (Uji t) diperoleh *Self efficacy* secara parsial tidak berpengaruh signifikan terhadap kinerja pegawai dengan ( $\text{Sig} > 0,05$ ), Lingkungan Kerja dan Motivasi secara parsial berpengaruh signifikan terhadap kinerja pegawai dengan ( $\text{Sig} < 0,05$ ), Serta berdasarkan Uji Simultan (Uji F) diperoleh *Self Efficacy*, Lingkungan Kerja, dan Motivasi secara bersama- sama berpengaruh signifikan terhadap Kinerja Pegawai dengan ( $\text{Sig} < 0,05$ ).

Kontribusi *Self Efficacy* dan Lingkungan Kerja terhadap variabel Motivasi adalah sebesar 44,8% sisanya 55,2% dipengaruhi oleh variabel lain diluar penelitian ini. Kemudian Kontribusi *Self Efficacy*, Lingkungan Kerja dan Motivasi terhadap variabel Kinerja Pegawai adalah sebesar 65,4% sisanya 34,6% dipengaruhi oleh variabel lain diluar penelitian ini.

**Kata kunci : *Self Efficacy*, Lingkungan Kerja, Motivasi, Kinerja Pegawai**

## **ABSTRACT**

*Della Wahyu Endriani, No.BP 16101155310708, Management of the Faculty of Economics and Business (2020), The Effect of Self Efficacy and Work Environment on Employee Performance through Motivation as an intervening variable in the Regent's Office of the South Coastal District "under the guidance of Mr. Dr. Yulasmu, SE, MM and Mrs. Vivi Nila Sari, SE, MM.*

*This study aims to examine how much the influence of Self Efficacy and Work Environment on Motivation and how much influence the Self Efficacy, Work Environment and Motivation on Employee Performance. The method of collecting data through surveys and distributing questionnaires, with a sample of 54 respondents who obtained the formula Slovin in the population of the Regent's Office staff in the South Coastal District As many as 118. The sampling technique is using non probability sampling with purposive sampling. The analytical method used is multiple linear regression analysis and path analysis (Path Analysis) using SPSS 23.*

*The results obtained based on Partial Test (t Test) obtained Self Efficacy partially did not significantly influence motivation with (Sig > 0.05) and work environment partially had significant effect on motivation with (Sig < 0.05), then based on Test Simultaneous (Test F) obtained Self efficacy and Work Environment together have a significant effect on Motivation with (Sig < 0.05).*

*And also the results of research based on Partial Test (t Test) obtained Self-efficacy partially did not significantly influence employee performance with (Sig > 0.05), Work Environment and Motivation partially had a significant effect on employee performance with (Sig < 0.05) , And based on Simultaneous Test (Test F) obtained Self Efficacy, Work Environment, and Motivation together have a significant effect on Employee Performance with (Sig < 0.05).*

*The contribution of Self Efficacy and Work Environment to Motivation variable is 44.8% and the remaining 55.2% is influenced by other variables outside this study. Then the contribution of Self Efficacy, Work Environment and Motivation to Employee Performance variables is 65.4% and the remaining 34.6% is influenced by other variables outside this study.*

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