

## ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Model Kerja, *Locus Of Control*, Keterlibatan Kerja Dan Kecerdasan Intelektual Terhadap Kinerja Karyawan (Studi Kasus Kantor Camat Selagan Raya). Metode pengumpulan data melalui survei dan mengedarkan kuisisioner, dengan sampel 40 responden. Metode analisis yang digunakan adalah analisis regresi linear berganda menggunakan SPSS.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh Model Kerja dan *Locus Of Control* dan Budaya Organisasi berpengaruh signifikan terhadap Kinerja Karyawan. Keterlibatan Kerja dan Kecerdasan Intelektual berpengaruh tidak signifikan terhadap Kinerja Karyawan. Secara simultan Model Kerja, *Locus Of Control*, Keterlibatan Kerja dan Kecerdasan Intelektual berpengaruh signifikan terhadap Kinerja Karyawan.

Kontibusi sumbangan variabel *independen* Model Kerja, *Locus Of Control*, Keterlibatan Kerja dan Kecerdasan Intelektual terhadap variabel *dependen* Kinerja Karyawan adalah sebesar 94,3%. Sedangkan sisanya adalah sebesar 5,7% dipengaruhi oleh variabel lain di luar penelitian ini.

**Kata Kunci : Model Kerja, *Locus Of Control*, Keterlibatan Kerja, Kecerdasan Intelektual dan Kinerja Karyawan**

### **ABSTRACT**

*This study aims to examine how much influence the work model, locus of control, work involvement and intellectual intelligence have on employee performance (Case Study of the Selagan Raya Sub-District Office). The method of collecting data is through surveys and distributing questionnaires, with a sample of 40 respondents. The analytical method used is multiple linear regression analysis using SPSS.*

*The results obtained based on the partial test (t test) obtained that the work model and locus of control and organizational culture have a significant effect on employee performance. Work Involvement and Intellectual Intelligence have no significant effect on Employee Performance. Simultaneously work model, locus of control, work involvement and intellectual intelligence have a significant effect on employee performance.*

*The contribution of the independent variables of Work Model, Locus Of Control, Job Involvement and Intellectual Intelligence to the dependent variable of Employee Performance is 94.3%. While the remaining 5.7% is influenced by other variables outside of this study.*

***Keywords: Work Model, Locus Of Control, Job Involvement, Intellectual Intelligence and Employee Performance***