

ABSTRAK

Siska Andani Rahayu, No.BP 17101155310202. Jurusan Manajemen, 2021 “Pengaruh Karakteristik Pekerjaan Dan *Locus Of Control* Terhadap Kinerja Pegawai Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada Pegawai Kantor Kecamatan Talawi Kota Sawahlunto”. Pembimbing I Ibu Yosi Yulia, S.E., M.M., Ak.,CA dan Pembimbing II Ibu Chintya Ones Charli, S.E., M.M.

Penelitian ini bertujuan untuk menguji Pengaruh Karakteristik Pekerjaan Dan *Locus Of Control* Terhadap Kinerja Pegawai Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada Pegawai Kantor Kecamatan Talawi Kota Sawahlunto. Metode pengumpulan data melalui survei dan mengedarkan kuesioner, dengan sample 35 responden. Metode analisis yang digunakan adalah analisis regresi linear berganda dan analisis jalur dengan menggunakan bantuan komputer dengan software program SPSS.

Hasil penelitian ini didapatkan berdasarkan uji parsial (uji t) diperoleh Karakteristik Pekerjaan (X1) tidak berpengaruh signifikan terhadap Kepuasan kerja (Z), *Locus Of Control* (X2) berpengaruh signifikan terhadap Kepuasan Kerja (Z), Karakteristik Pekerjaan (X1) tidak berpengaruh signifikan terhadap Kinerja Pegawai (Y), *Locus Of Control* (X2) berpengaruh signifikan terhadap Kinerja Pegawai (Y), Kepuasan Kerja (Z) berpengaruh signifikan terhadap Kinerja Pegawai (Y), Pengaruh Langsung Karakteristik Pekerjaan (X1) lebih kecil dibandingkan pengaruh tidak langsung Karakteristik Pekerjaan (X1) terhadap Kinerja Pegawai (Y) melalui Kepuasan Kerja (Z), Pengaruh Langsung *Locus Of Control* (X2) lebih besar dibandingkan pengaruh tidak langsung *Locus Of Control* (X2) terhadap Kinerja Pegawai (Y)

Kata kunci : Karakteristik Pekerjaan, *Locus Of Control*, Kepuasan Kerja dan Kinerja Pegawai.

ABSTRACT

Siska Andani Rahayu, No. BP 17101155310202. Department of Management, 2021 "The Effect of Job Characteristics and Locus Of Control on Employee Performance With Job Satisfaction as an Intervening Variable in Talawi District Office Employees, Sawahlunto City". Supervisor I Mrs. Yosi Yulia, S.E., M.M., Ak., CA and Supervisor II Mrs. Chintya Ones Charli, S.E., M.M.

This study aims to examine the effect of job characteristics and locus of control on employee performance with job satisfaction as an intervening variable for employees at the Talawi District Office, Sawahlunto City. Methods of collecting data through surveys and distributing questionnaires, with a sample of 35 respondents. The analytical method used is multiple linear regression analysis and path analysis using computer assistance with SPSS software program.

The results of this study were obtained based on a partial test (t test) obtained that Job Characteristics (X1) had no significant effect on Job Satisfaction (Z), Locus Of Control (X2) had a significant effect on Job Satisfaction (Z), Job Characteristics (X1) had no significant effect on Employee Performance (Y), Locus Of Control (X2) has a significant effect on Employee Performance (Y), Job Satisfaction (Z) has a significant effect on Employee Performance (Y), the Direct Effect of Job Characteristics (X1) is smaller than the indirect effect of Characteristics Work (X1) on Employee Performance (Y) through Job Satisfaction (Z), the Direct Effect of Locus Of Control (X2) is greater than the indirect effect of Locus Of Control (X2) on Employee Performance (Y)

Keywords: Job Characteristics, Locus Of Control, Job Satisfaction and Employee Performance.