

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh *Self Efficacy* Dan Beban Kerja Terhadap Komitmen Organisasi Dengan Kepuasan Kerja Sebagai Mediasi Pada Uptd Perbenihan Perkebunan Kabupaten Dharmasraya. Metode pengumpulan data melalui survei dan mengedarkan kuisioner, dengan sampel 57 responden. Metode analisis yang digunakan adalah analisis regresi linear berganda dan analisis jalur menggunakan SPSS 21.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh *Self Efficacy* dan Beban Kerja berpengaruh signifikan terhadap Kepuasan Kerja. Serta secara simultan *Self Efficacy* dan Beban Kerja secara bersama-sama berpengaruh signifikan terhadap Kepuasan Kerja. Kemudian Beban Kerja dan Kepuasan Kerja berpengaruh signifikan terhadap Komitmen Organisasi. Serta secara simultan *Self Efficacy*, Beban Kerja dan Kepuasan Kerja an secara bersama-sama berpengaruh signifikan terhadap Komitmen Organisasi. Kepuasan Kerja memediasi hubungan antara *Self Efficacy* terhadap Komitmen Organisasi. Kepuasan Kerja tidak memediasi hubungan antara Beban Kerja terhadap Komitmen Organisasi.

Kontibusi sumbangan variabel *independen Self Efficacy* dan Beban Kerja terhadap variabel *dependen* Kepuasan Kerja adalah sebesar 69,1%. Sedangkan sisanya adalah sebesar 30,9% dipengaruhi oleh variabel lain di luar penelitian ini. Serta sumbangan variabel *independen Self Efficacy*, Beban Kerja dan Kepuasan Kerja terhadap variabel *dependen* Komitmen Organisasi adalah sebesar 68,6%. Sedangkan sisanya adalah sebesar 31,4% dipengaruhi oleh variabel lain di luar penelitian ini.

Kata Kunci : *Self Efficacy*, Beban Kerja, Kepuasan Kerja, Komitmen Organisasi

ABSTRACT

This study aims to examine how much influence self-efficacy and workload on organizational commitment with job satisfaction as mediation in the plantation seedlings of Dharmasraya Regency. Methods of data collection through surveys and distributing questionnaires, with a sample of 57 respondents. The method of analysis used is multiple linear regression analysis and path analysis using SPSS 21.

The results obtained based on the partial test (t test) obtained Self Efficacy and Workload has a significant effect on Job Satisfaction. As well as simultaneously Self Efficacy and Workload together have a significant effect on Job Satisfaction. Then Workload and Job Satisfaction have a significant effect on Organizational Commitment. As well as simultaneously Self Efficacy, Workload and Job Satisfaction together have a significant effect on Organizational Commitment. Job Satisfaction mediates the relationship between Self Efficacy and Organizational Commitment. Job Satisfaction mediates the relationship between Workload and Organizational Commitment.

The contribution of the independent variable Self Efficacy and Workload to the dependent variable Job Satisfaction is 69.1%. While the rest is 30.9% influenced by other variables outside of this study. As well as the contribution of the independent variable Self Efficacy, Workload and Job Satisfaction to the dependent variable Organizational Commitment amounted to 68.6%. While the rest is 31.4% influenced by other variables outside this study.

Keywords: *Self Efficacy, Workload, Job Satisfaction, Organizational Commitment*