

ABSTRAK

Tio Rinaldi, 17101155310099, jurusan manajemen tahun 2017, Pengaruh Self Efficacy dan Organizational Support terhadap Kepuasan Kerja dengan Work Engagement sebagai Variabel Intervening Pada Koperasi Keluarga Besar Semen Padang (KKSP), dibawah bimbingan Ibu Marta Widian Sari, S.E., M.M dan Bapak Rio Andhika Putra, S.H., M.M.

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Self Efficacy dan Organizational Support terhadap Kepuasan Kerja dengan Work Engagement sebagai Variabel Intervening Pada Koperasi Keluarga Besar Semen Padang (KKSP). Metode yang digunakan adalah Struktur Equation Modeling (SEM) dengan Partial Least Square (PLS) 3.0. Dengan mengedarkan kuesioner sebanyak 65 responden dengan jumlah kuesioner yang kembali sebanyak 52 kuesioner.

Hasil analisis data menyimpulkan, terdapat pengaruh positif dan signifikan antara variabel Self Efficacy terhadap Work Engagement. terdapat pengaruh positif tapi tidak signifikan antara variabel Self Efficacy terhadap Kepuasan Kerja. Terdapat pengaruh yang positif dan signifikan antara variabel Organizational Support terhadap variabel Work Engagement. terdapat pengaruh yang positif dan signifikan antara variabel Organizational Support terhadap variabel Kepuasan Kerja. Terdapat pengaruh yang positif dan signifikan antara variabel Work Engagement terhadap variabel Kepuasan Kerja. Terdapat pengaruh yang positif tetapi tidak signifikan antara variabel Self Efficacy terhadap variabel Kepuasan Kerja melalui variabel Work Engagement. Terdapat pengaruh yang positif dan signifikan antara variabel Organizational Support terhadap variabel Kepuasan Kerja melalui variabel Work Engagement.

Kata kunci : Self Efficacy, Organizational Support, Work engagement, Kepuasan Kerja.

ABSTRACT

Tio Rinaldi, 17101155310099, majoring in management in 2017, The Effect of Self Efficacy and Organizational Support on Job Statifaction with Work Enggement as an Intervening Variable in the Semen Padang Large Family Cooperative (KKSP), under the guidance of Mrs. Marta Widian Sari, SE, MM and Mr. Rio Andhika Putra, SH, MM.

This study aims to determine how much influence Self Efficacy and Organizational Support have on Job Satisfaction with Work Engagement as an Intervening Variable in the Semen Padang Large Family Cooperative (KKSP). The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By distributing questionnaires as many as 65 respondents with the number of returned questionnaires as many as 52 questionnaires.

The results of data analysis concluded that there was a positive and significant effect between the variables of Self Efficacy on Work Engagement. there is a positive but not significant effect between the variables of Self Efficacy on Job Satisfaction. There is a positive and significant influence between the Organizational Support variable on the Work Engagement variable. There is a positive and significant influence between the Organizational Support variables on the Job Satisfaction variable. There is a positive and significant effect between the Work Engagement variables on the Job Satisfaction variable. There is a positive but not significant effect between the Self Efficacy variables on the Job Satisfaction variable through the Work Engagement variables. There is a positive and significant influence between the Organizational Support variable on the Job Satisfaction variable through the Work Engagement variable.

Key words : Self Efficacy, Oranizational Support, Work Enggement, Job Statifaction