

## ABSTRAK

**Artia**, No. Bp :18101155310692 , Jurusan Manajemen, tahun 2018, Pengaruh *Self Efficacy* Dan Pengembangan Karir Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada PT. Sumbar Andalas Kencana POM Muara Timpeh, dibawah bimbingan Ibu **MARTA WIDIAN SARI, SE, MM** dan Bapak **DORI MITTRA CANDANA, SE, MM**.

Penelitian ini bertujuan untuk mengetahui pengaruh *self efficacy* dan pengembangan karir terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel intervening pada PT. Sumbar Andalas Kencana POM Muara Timpeh. Metode yang digunakan adalah Analisis *Structural Equation Modeling* (SEM) dengan *Partial Least Square* (PLS). dengan mengedarkan kuesioner sebanyak 66 responden.

Berdasarkan hasil penelitian menunjukkan bahwa: 1) *self efficacy* berpengaruh positif dan tidak signifikan terhadap kepuasan kerja, 2) pengembangan karir berpengaruh positif dan signifikan terhadap kepuasan kerja, 3) *self efficacy* berpengaruh positif dan signifikan terhadap kinerja karyawan, 4) pengembangan karir berpengaruh positif dan tidak signifikan terhadap kinerja karyawan, 5) kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, 6) *self efficacy* secara tidak langsung berpengaruh positif dan tidak signifikan terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel intervening, 7) pengembangan karir secara tidak langsung berpengaruh positif dan signifikan terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel intervening. 8) kontribusi variabel *self efficacy* dan pengembangan karir terhadap kinerja karyawan sebesar 38,3%. dan kontribusi variabel *self efficacy* dan pengembangan karir terhadap kepuasan kerja sebesar 31,8%. selebihnya dipengaruhi oleh variabel lain diluar penelitian ini.

**Kata kunci : *Self Efficacy*, Pengembangan Karir, Kepuasan Kerja, Kinerja Karyawan**

## **ABSTRACT**

*Artia, No. Bp: 18101155310692, Department of Management, 2018, The Effect of Self Efficacy And Career Development On Employee Performance Through Job Satisfaction As An Intervening Variable At PT. West Sumatra Andalas Kencana POM Muara Timpeh, under the guidance of Ms. MARTA WIDIAN SARI, SE, MM and Mr. DORI MITTRA CANDANA, SE, MM.*

*This study aims to determine the effect of self-efficacy and career development on employee performance through job satisfaction as an intervening variable at PT. West Sumatra Andalas Kencana POM Muara Timpeh. The method used is Structural Equation Modeling (SEM) Analysis with Partial Least Square (PLS). by distributing questionnaires as many as 66 respondents.*

*Based on the results of the study, it shows that: 1) self-efficacy has a positive and insignificant effect on job satisfaction, 2) career development has a positive and significant effect on job satisfaction, 3) self-efficacy has a positive and significant effect on employee performance, 4) career development has a positive and significant impact on job satisfaction. not significant to employee performance, 5) job satisfaction has a positive and significant effect on employee performance, 6) self-efficacy indirectly has a positive and insignificant effect on employee performance through job satisfaction as an intervening variable, 7) career development indirectly has a positive and significant effect on employee performance through job satisfaction as an intervening variable. 8) the contribution of self-efficacy and career development variables to employee performance is 38,3%. and the contribution of self-efficacy and career development variables to job satisfaction is 31,8%. the rest is influenced by other variables outside this research.*

**Keywords: Self Efficacy, Career Development, Job Satisfaction, Employee Performance**