

## ABSTRAK

Reski Alrahman, No.BP 16101155310590. Manajemen Fakultas ekonomi dan Bisnis (2021). "pengaruh *self efficacy* dan budaya organisasi terhadap kinerja pegawai dengan motivasi sebagai variabel intervening pada kantor wali nagari se kecamatan mapat tunggul selatan", dibawah bimbingan ibuk Marta Widian Sari, SE.MM dan Bapak Rio Andhika Putra, SH, MM.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh *Self Efficacy* dan Budaya Organisasi terhadap Kinerja Pegawai dengan Motivasi Sebagai Variabel Intervening. Metode pengumpulan data melalui survei dan kuesioner dengan sampel sebanyak 38 Responden dan Metode analisis yang digunakan adalah regresi analisis berganda dan analisis jalur (*path analysis*) menggunakan SPSS 21.

Hasil penelitian yang didapatkan berdasarkan uji parsial (uji t) Terdapat pengaruh yang tidak signifikan antara *Self Efficacy* terhadap Motivasi. Terdapat pengaruh yang signifikan antara Budaya Organisasi terhadap Motivasi. Terdapat pengaruh yang tidak signifikan antara *Self Efficacy* terhadap Kinerja Pegawai. Terdapat pengaruh yang signifikan antara Budaya Organisasi terhadap Kinerja Pegawai. Terdapat pengaruh yang signifikan antara Motivasi terhadap Kinerja Pegawai Pengaruh langsung *Self Efficacy* lebih besar dibandingkan pengaruh tidak langsung *Self Efficacy* terhadap Kinerja Pegawai melalui Motivasi. Pengaruh langsung Budaya Organisasi lebih besar dibandingkan pengaruh tidak langsung Budaya Organisasi terhadap Kinerja Pegawai melalui Motivasi.

Kontibusi sumbangan variabel *independen* *Self Efficacy* dan Budaya Organisasi terhadap variabel *dependen* Motivasi (Z) adalah sebesar 84,0%. Sedangkan sisanya adalah sebesar 16,0% dipengaruhi oleh variabel lain di luar penelitian ini. Kontibusi sumbangan variabel *independen* *Self Efficacy*, Budaya Organisasi dan Motivasi terhadap variabel *dependen* Kinerja Pegawai (Y) adalah sebesar 94,4%. Sedangkan sisanya adalah sebesar 5,6% dipengaruhi oleh variabel lain di luar penelitian ini.

**Kata kunci : *Self Efficacy*, Budaya Organisasi, Kinerja Pegawai dan Motivasi.**

## ABSTRACT

Reski Alrahman, Bp No.16101155310590. Management of the Faculty of Economics and Business (2021). " The Influence of Self Efficacy and Organizational Culture on the Performance of Employees with Motivation as a Variable Intervening in the Office of Wali Nagari Sub-district Mapat Tunggul Selatan", under the guidance of mother Marta Widian Sari, SE. MM and Mr. Rio Andhika Putra, SH. MM.

This study aims to find out how much influence Self-Efficacy and Organizational Culture on Employee Performance with Motivation As Intervening Variables. Data collection method through surveys and questionnaires with a sample of 38 respondents and the analysis method used is multiple analysis regression and path analysis using SPSS 21.

The results of the study obtained based on partial test (t test). There is an insignificant influence between Self Efficacy on Motivation. There is a significant influence between Organizational Culture and Motivation. There is an insignificant influence between Self Efficacy on Employee Performance. There is a significant influence between Organizational Culture on Employee Performance. There is a significant influence between Motivation on Employee Performance Direct Influence of Self Efficacy is greater than the indirect influence of Self Efficacy on Employee Performance through Motivation. The direct influence of Organizational Culture is greater than the indirect influence of Organizational Culture on Employee Performance through Motivation.

Contribution of independent variables Self Efficacy and Organizational Culture to motivation dependent variables (Z) is 84.0%. While the remaining 16.0% was influenced by other variables outside the study Kontibusi contribution of independent variables Self Efficacy, Organizational Culture and Motivation to employee performance dependent variables (Y) is 94.4%. While the remaining 5.6% was influenced by other variables outside of this study.

***Keywords: Self Efficacy, Organizational Culture, Employee Performance and Motivation.***