

## ABSTRAK

PT. Kencana Sawit Indonesia (KSI) Solok Selatan adalah anak perusahaan dari Wilmar Group dan merupakan perusahaan Penanaman Modal Asing yang bergerak dibidang usaha perkebunan dan pengelolaan kelapa sawit. Penelitian ini bertujuan untuk menguji pengaruh *self efficacy* dan *career development* terhadap kinerja karyawan dengan motivasi sebagai variabel Intervening. Populasi dalam penelitian ini adalah karyawan tetap di PT. KSI POM dan Estate. Sampel diambil dengan metode proportionate sampling sebanyak 67 orang responden. Teknik pengumpulan data menggunakan kuesioner dan wawancara. Penelitian ini menggunakan analisis Structural Equation Modeling (SEM) dengan bantuan software Smart PLS 3.0.

Hasil penelitian menunjukkan (a) *Self Efficacy* berpengaruh positif dan signifikan terhadap Motivasi Karyawan. (b) *Career Development* berpengaruh positif dan signifikan terhadap Motivasi Karyawan. (c) *Self Efficacy* berpengaruh positif dan signifikan terhadap Kinerja Karyawan. (d) *Career Development* berpengaruh positif dan signifikan terhadap Kinerja Karyawan. (e) Motivasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan. (f) *Self Efficacy* berpengaruh positif namun tidak signifikan terhadap Kinerja Karyawan dengan Motivasi sebagai variabel intervening. (g) *Career Development* berpengaruh positif dan signifikan terhadap Kinerja Karyawan dengan Motivasi sebagai variabel intervening.

$R^2$  konstruk Kinerja Karyawan yaitu sebesar 0.981 atau 98.1% hal ini menunjukkan bahwa variabel *self efficacy*, *career development* dan motivasi terhadap kinerja karyawan hanya mampu menjelaskan pengaruhnya sebesar 98.1% sedangkan sisanya 1.9% dipengaruhi oleh faktor lain. Sementara  $R^2$  konstruk Motivasi yaitu sebesar 0.908 atau 90.8% hal ini menunjukkan bahwa variabel *self efficacy* dan *career development* terhadap motivasi hanya mampu menjelaskan pengaruhnya sebesar 90.8% sedangkan sisanya 9.2% dipengaruhi oleh faktor lain.

**Kata Kunci : Self Efficacy, Career Development, Motivasi dan Kinerja Karyawan.**

## **ABSTRACT**

*PT. Kencana Sawit Indonesia (KSI) Solok Selatan is a subsidiary of the Wilmar Group and is a foreign investment company engaged in oil palm plantation and management. The purpose of this research to analyze the influence of self-efficacy and career development on employee performance with motivation as an intervening variable. The population in this study were permanent employees at PT. KSI POM and Estate. The sample was taken by proportionate sampling method with 67 respondents. The data collection techniques used questionnaires and interviews. Data analysis technique used Structural Equation Modeling (SEM) with the help of Smart PLS 3.0 software.*

*The results of this study showed that (a) Self Efficacy has a positive and significant effect on employee motivation (b) Career Development has a positive and significant effect on Employee Motivation (c) Self Efficacy has a positive and significant effect on employee performance (d) Career Development has a positive and significant effect on employee performance (e) Motivation has a positive and significant effect on employee performance (f) Self Efficacy has a positive but not significant effect on employee performance with motivation as an intervening variable (g) Career Development has a positive and significant effect on employee performance with motivation as an intervening variable.*

*The R<sup>2</sup> of the Employee Performance construct is 0.981 or 98.1%, this shows that the variables of self-efficacy, career development and motivation on employee performance are only able to explain the effect of 98.1% while the remaining 1.9% is influenced by other factors. While the R<sup>2</sup> of the Motivation construct is 0.908 or 90.8%, this shows that the variables of self-efficacy and career development on motivation are only able to explain the effect of 90.8% while the remaining 9.2% is influenced by other factors.*

***Keywords: Self Efficacy, Career Development, Motivation and Employee Performance.***