

ABSTRAK

Wella Rosmayanti, No.Bp 17101155310762 .Manajemen Fakultas ekonomi dan Bisnis (2021), Pengaruh *Locus of Control* dan *Total quality management* terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel intervening pada kantor bupati Agam., dibawah bimbingan bapak Vicky Brama Kumbara,SE.,MM. Dan bapak Dori Mittra Candana,SE., MM.

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh *Locus of Control* dan *Total quality management* terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel intervening pada kantor bupati Agam. Metode pengumpulan data melalui survei dan kuesioner. Metode analisis yang digunakan adalah uji validitas dan reabilitas, analisis korelasi, analisis linier berganda, untuk uji hipotesis digunakan uji t dan uji f. Sampel perusahaan ini berjumlah 55 responden.

Berdasarkan penelitian yang didapatkan berdasarkan uji parsial (uji t) diperoleh : *Locus of control* berpengaruh positif dan signifikan terhadap kepuasan kerja. *Total quality management* berpengaruh positif dan signifikan terhadap kepuasan kerja. *Locus of control* berpengaruh positif dan signifikan terhadap kinerja karyawan. *Total quality management* berpengaruh positif dan signifikan terhadap kinerja karyawan. Kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Kemudian hasil uji koefisien determinasi *Adjusted R square* sebesar persamaan pertama 0,776 atau 77,6% hal ini menunjukkan bahwa persentase sumbangan variabel *independen Locus of control* dan *Total quality management* terhadap kepuasan kerja sebesar 0,224 atau 22,4 % dipengaruhi oleh variabel di luar penelitian sedangkan persamaan kedua 0,827 atau 82,7% hal ini menunjukkan bahwa persentase sumbangan variabel *independen Locus of control, Total quality management* dan kepuasan kerja terhadap variabel *dependen* kinerja karyawan (Y) adalah sebesar 0,827 atau 82,7%. Sedangkan sisanya adalah sebesar 0,173 atau 17,3% dipengaruhi oleh variabel lain di luar penelitian ini.

Kata kunci : *Locus of Control, Total quality management, Kinerja karyawan, Kepuasan Kerja*

ABSTRACT

Wella Rosmayanti, No.Bp 17101155310762. Management of the Faculty of Economics and Business (2021), The influence of Locus of Control and Total quality management on employee performance with job satisfaction as an intervening variable at the Regent of Agam's office, under the guidance of Mr. Vicky Brama Kumbara, SE., MM. And Mr. Dori Mittra Candana, SE., MM.

*This study aims to determine how much influence Locus of Control and Total quality management have on employee performance with job satisfaction as an intervening variable at the Agam regent's office. Data collection methods are through surveys and questionnaires. The analytical method used is the validity and reliability test, correlation analysis, multiple linear analysis, to test the hypothesis used the *t* test and *f* test. The sample of this company is 55 respondents.*

*Based on the research obtained based on the partial test (*t* test), it was found that: Locus of control has a positive and significant effect on job satisfaction. Total quality management has a positive and significant effect on job satisfaction. Locus of control has a positive and significant effect on employee performance. Total quality management has a positive and significant effect on employee performance. job satisfaction has a positive and significant effect on employee performance. Then the results of the adjusted R square coefficient of determination of the first equation are 0.776 or 77.6%, this shows that the percentage of the contribution of the independent variable Locus of control and Total quality management to job satisfaction is 0.224 or 22.4% is influenced by variables*

outside the research, while the second equation is 0.827 or 82.7%, this shows that the percentage of the contribution of the independent variable Locus of control, total quality management and job satisfaction to the dependent variable employee performance (Y) is 0.827 or 82 , 7%. While the rest is 0.173 or 17.3% influenced by other variables outside this study.

Keywords: Locus of Control, Total quality management, Employee performance, Job Satisfaction