

ABSTRAK

Yoni Yuliana, 17101155310764,2021 “Pengaruh *Self Efficacy* Dan Budaya Organisasi Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada Pt. Sumbar Andalas Kencana Muara Timpe Kabupaten Dharmasraya”. Universitas Putra Indonesia “YPTK” Padang Fakultas Ekonomi dan Bisnis, Program Sarjana Manajemen dibawah bimbingan Dosen Pembimbing Bapak Vicky Brama Kumbara, S.E.,M.M dan Bapak Ramdan i Bayu Putra,SE,.MM

Tujuan penelitian ini adalah untuk mengetahui Pengaruh *self efficacy* dan budaya organisasiterhadap kinerja karyawan dengan kepuasan kerja sebagai intervening di PT. Sumbar Andalas Kencana Muara Timpeh Kabupaten Dharmasraya. Metode pengumpulan data dengan survey dan mengedarkan kuesioner dengan jumlah sampel 68 karyawan. Metode analisis yang digunakan adalah structur Equation Modelling (SEM) dengan partial Least Square (PLS) 3.0.

Hasil analisis data menyimpulkan Terdapat pengaruh yang signifikan antara *Self Efficacy* terhadap Kepuasan Kerja.Terdapat pengaruh yang signifikan antara Budaya Organisasi terhadap Kepuasan Kerja.Terdapat pengaruh yang signifikan antara *Self Efficacy* terhadap Kinerja Karyawan.Terdapat pengaruh yang signifikan antara Budaya Organisasi terhadap Kinerja Karyawan.Terdapat pengaruh yang signifikan antara Kepuasan Kerja terhadap Kinerja Karyawan.Pengaruh langsung *Self Efficacy* lebih kecil dibandingkan pengaruh tidak langsung *Self Efficacy* terhadap Kinerja Karyawan melalui Kepuasan Kerja. Pengaruh langsung Budaya Organisasi lebih kecil dibandingkan pengaruh tidak langsung Budaya Organisasi terhadap Kinerja Karyawan melalui Kepuasan Kerja.

Kata Kunci: *Self Efficacy*, Budaya Organisasi, Kinerja Karyawan, Kepuasan Kerja.

ABSTRAK

Yoni Yuliana, 17101155310764,2021''The Influence of Self Efficacy and Organizational Culture on Employee Performance with Job Satisfaction as Variable Intervention at Pt. West Sumatra Andalas Kencana Muara Timpe, Dharmasraya Regency ". Putra Indonesia University "YPTK" Padang Faculty of Economics and Business, Bachelor of Management Program, Supervisor, Supervisor, Mr. Vicky Brama Kumbara, S.E., M.M and Mr. Ramdan

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The purpose of this study was to determine the effect of self-efficacy and organizational culture on employee performance with job satisfaction as an intervening in PT. West Sumatra Andalas Kencana Muara Timpeh, Dharmasraya Regency. Methods of data testing by surveying and distributing questionnaires with a sample size of 68 employees. The analysis method used is the Equation Modeling (SEM) structur with partial Least Square (PLS) 3.0.

The results of data analysis conclude that there is a significant influence between Self Efficacy on Job Satisfaction. There is a significant influence between Culture on Job Satisfaction. There is a significant influence between Self Efficacy on Employee Performance. There is a significant influence between Organizational Culture on Employee Performance. which is significant between Job Satisfaction on Employee Performance. The direct effect of Self Efficacy is smaller than the indirect effect of Efficacy on Employee Performance through Job Satisfaction. The direct influence of Organizational Culture is smaller than the indirect effect of Organizational Culture on Employee Performance through Job Satisfaction.

Keywords: Self Efficacy, Organizational Culture, Employee Performance, Job Satisfaction.