

ABSTRAK

Organisasi akan selalu berusaha untuk meningkatkan kinerja karyawan dengan harapan perusahaan mencapai tujuan yang diinginkan. Penelitian ini bertujuan untuk menganalisis dan menguji pengaruh *Self Efficacy* dan Profesionalisme Kerja terhadap Kinerja Karyawan melalui Motivasi Kerja sebagai Variabel *Intervening* pada PT Pegadaian Cabang Wonokromo Kota Surabaya.

Jenis penelitian yang digunakan yaitu hubungan kausal komparatif dengan pendekatan kuantitatif. Populasi yang digunakan dalam penelitian ini adalah karyawan PT Pegadaian Cabang Wonokromo Kota Surabaya. Teknik pengambilan sampel dengan menggunakan *sampling jenuh* yaitu teknik penentuan sampel dengan cara mengambil seluruh populasi sebagai responden, sebanyak 50 responden. Pengumpulan data menggunakan kuesioner. Teknik analisis data yang digunakan adalah PLS (*Partial Least Square*) dengan menggunakan *software SmartPLS 4.0*.

Hasil penelitian menunjukkan bahwa *Self Efficacy* berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Profesionalisme Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Motivasi Kerja berpengaruh positif terhadap Kinerja Karyawan. Sedangkan *Self Efficacy* melalui Motivasi Kerja sebagai variabel *intervening* berpengaruh negatif dan tidak signifikan terhadap Kinerja Karyawan. Profesionalisme Kerja melalui Motivasi Kerja sebagai variabel *intervening* berpengaruh positif dan signifikan terhadap Kinerja Karyawan.

Kata Kunci: *Self Efficacy*, Profesionalisme Kerja, Kinerja Karyawan, Motivasi Kerja

ABSTRACT

Organizations will always improve their employees' performance, due to achieving the expected objectives. Therefore, this research aimed to analyze and examine the effect of Self-Efficacy and Work Professionalism on employees' performance, with work motivation as an intervening variable at PT. Pegadaian, branch of Wonokromo, Surabaya.

The research was causal-comparative with a quantitative approach. Moreover, the population was employees at PT. Pegadaian, branch of Wonokromo, Surabaya. The data collection technique used saturated sampling, in which all members of the population were taken as samples. In line with that, there were 50 respondents as the sample. Furthermore, the instrument in the data collection technique was a questionnaire. The data analysis technique used PLS (Partial Least Square) with SmartPLS 4.0.

The result showed that Self-Efficacy had a positive and significant effect on employees' performance. Likewise, Work Professionalism had a significantly positive effect on employees' performance. Additionally, work motivation had a positive effect on employees' performance. While Self-Efficacy with work motivation as the intervening variable had a negative and insignificant effect on employees' performance. In addition, Work Professionalism with work motivation as the intervening variable had a significantly positive effect on employees' performance.

Keywords: *Self-Efficacy, Work Professionalism, Employees' Performance, Work Motivation*



I certify that this translation is true and accurate, Prepared by a professional translator. This translation is provided on this day.

8/8/23

M. Faisal, S.Pd., M.Pd

STIESIA Language Center
Menur Pumpungan 30 Surabaya 60118, Indonesia