

ABSTRAK

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Pengaruh *Self Efficacy*, Motivasi Kerja, dan Disiplin Kerja Terhadap Kinerja Karyawan Serta Tinjauannya Dari Sudur Pandang Islam (Studi Kasus Pada Karyawan PT. Tera Forwarders Indonesia).

Uraian Abstrak

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh *self efficacy*, motivasi kerja, dan disiplin kerja terhadap kinerja karyawan. Penelitian ini didesain sebagai *explanatory research*. Populasi penelitian adalah karyawan PT. Tera Forwarders Indonesia dengan jumlah responden sebanyak 52 karyawan. Data dikumpulkan dengan menggunakan kuesioner. Analisis data menggunakan metode *Partial Least Square_Structural Equation Modeling*. Hasil penelitian menunjukkan bahwa *self efficacy*, motivasi kerja, dan disiplin kerja dapat dijadikan model yang berpengaruh terhadap kinerja karyawan ($GoF = 0.455$). *Self efficacy* (P-value $< 0,001$), motivasi kerja (P-value 0,006), dan disiplin kerja (P-value 0,007) masing-masing berpengaruh positif terhadap kinerja karyawan. *Self efficacy*, motivasi kerja dan disiplin kerja masing-masing memberikan peran yang sangat kuat (67.6%) dan relevan ($Q^2 = 0.682$) memprediksi kinerja karyawan. Menurut pandangan Islam, karyawan yang memiliki sikap optimis dan nilai-nilai Islam terhadap pekerjaannya akan memiliki *self efficacy*, motivasi kerja, disiplin kerja, dan kinerja karyawan yang baik. Bekerja tidak hanya untuk mencari nafkah tetapi juga ibadah kepada Allah SWT. Seperti kata Allah SWT dalam (Al-Insyirah (94): 7) "Dan ketika kamu selesai (dari suatu hal), lakukan dengan sungguh-sungguh (urusan) yang lain".

Kata Kunci: self efficacy, motivasi kerja, dan disiplin kerja terhadap kinerja karyawan.

ABSTRACT

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“The Effect of Self Efficacy, Work Motivation, and Work Discipline on Employee Performance and Its Overview From an Islamic Perspective (Case Study of PT. Tera Forwarders Indonesia Employees)”

Abstract Description

This study aims to determine the effect of self efficacy, work motivation, and work discipline on employee performance. This research was designed as explanatory research. The study population was employees of PT. Tera Forwarders Indonesia with respondents of 52 employees. Data were collected using a questionnaire. Data analysis uses the Partial Least Square Structural Equation Modeling method. The results showed that self efficacy, work motivation, and work discipline can be used as models that affect employee performance (GoF = 0.455). Self efficacy (P-value <0.001), work motivation (P-value 0.006), and work discipline (P-value 0.007) have a positive effect on employee performance respectively. Self efficacy, work motivation and work discipline each provide a very strong role (67.6%) and are relevant ($Q^2 = 0.682$) predicting employee performance. According to the Islamic view, employees who have an optimistic attitude and Islamic values towards their work will have self efficacy, work motivation, work discipline, and good employee performance. Work not only to earn a living but also worship for Allah SWT. As Allah SWT said in (Al-Insyirah (94): 7) "And your compilation is done (of one thing), do it seriously (another business)".

Keywords: *self efficacy, work motivation, and work discipline on employee performance*