

ABSTRAK

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Pengaruh *Locus Of Control*, *Self Esteem*, Dan *Self Efficacy* Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Mediasi Dan Tinjauannya Dari Sudut Pandang Islam (Studi Pada PT. Tamam Wahana)

111 halaman + xii halaman + 30 tabel + 3 gambar + 7 lampiran

Uraian Abstrak

Penelitian ini dilakukan untuk mengetahui apakah ada pengaruh mediasi kepuasan kerja antara *locus of control*, *self esteem* dan *self efficacy* dengan kinerja karyawan. Populasi penelitian ini adalah karyawan yang berjumlah 30 karyawan. Data dilakukan dengan teknik sensus melalui penyebaran kuesioner. Metode analisis data dilakukan dengan analisis deskriptif, pengujian instrument penelitian, uji asumsi klasik, analisis jalur dan uji sobel melalui SPSS 26 for Windows.

Hasil penelitian menunjukkan bahwa: (1) *locus of control* berpengaruh positif dan signifikan terhadap kepuasan kerja, (2) *self esteem* berpengaruh positif dan signifikan terhadap kepuasan kerja, (3) *self efficacy* berpengaruh positif dan signifikan terhadap kepuasan kerja, (4) kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, (5) *locus of control* berpengaruh positif dan signifikan terhadap kinerja karyawan, (6) *self esteem* berpengaruh negatif dan tidak signifikan terhadap kinerja karyawan, (7) *self efficacy* berpengaruh negatif dan tidak signifikan terhadap kinerja karyawan, (8) kepuasan kerja memediasi dan berpengaruh signifikan terhadap hubungan *locus of control* dengan kinerja karyawan, (9) kepuasan kerja memediasi antara hubungan *self esteem* dengan kinerja karyawan, (10) kepuasan kerja memediasi antara hubungan *self efficacy* dengan kinerja karyawan. Menurut pandangan Islam *locus of control*, *self esteem*, *self efficacy*, kinerja karyawan, dan kepuasan kerja pada karyawan PT. Tamam Wahana sudah dilakukan sesuai dengan prinsip-prinsip Islam.

Kata Kunci : *locus of control*, *self esteem*, *self efficacy*, kinerja karyawan, kepuasan kerja

ABSTRACT

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The Influence of Locus Of Control, Self Esteem, And Self Efficacy On Employee Performance Through Job Satisfaction As A Mediation Variable And Its Review From An Islamic Perspective (Study At PT. Tamam Wahana)

111 pages + xii pages + 30 tables + 3 pictures + 7 attachments

Abstract Description

This study was conducted to determine whether there is a mediating effect of job satisfaction between locus of control, self-esteem and self-efficacy with employee performance. The population of this research is 30 employees. The data was carried out using a census technique through the distribution of questionnaires. Methods of data analysis were descriptive analysis, research instrument testing, classical assumption test, path analysis and Sobel test through SPSS 26 for Windows.

The results showed that: (1) locus of control had a positive and significant effect on job satisfaction, (2) self-esteem had a positive and significant effect on job satisfaction, (3) self-efficacy had a positive and significant effect on job satisfaction (4) job satisfaction positive and significant effect on employee performance, (5) locus of control has a positive and significant effect on employee performance, (6) self-esteem has a negative and insignificant effect on employee performance, (7) self-efficacy has a negative and insignificant effect on employee performance, (8) job satisfaction mediates and significantly influences the relationship between locus of control and employee performance, (9) job satisfaction mediates the relationship between self-esteem and employee performance, (10) job satisfaction mediates the relationship between self-efficacy and employee performance. According to the Islamic view of locus of control, self-esteem, self-efficacy, employee performance, and job satisfaction at PT. Tamam Wahana has been carried out in accordance with Islamic principles.

Keywords : *locus of control, self esteem, self efficacy, employee performance, job satisfaction*