

ABSTRAK**PENGARUH SUPERVISOR SUPPORT, EFIKASI DIRI, MOTIVASI KERJA TERHADAP KINERJA KARYAWAN MELALUI KOMITMEN SEBAGAI MEDIASI**

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Penelitian ini bertujuan untuk mengetahui (1) pengaruh supervisor support, efikasi diri, dan motivasi kerja terhadap kinerja karyawan (2) pengaruh supervisor support, efikasi diri, dan motivasi kerja terhadap kinerja karyawan dengan komitmen sebagai variabel mediasi. Populasi dari penelitian ini adalah seluruh karyawan yang bekerja di Yayasan Santa Maria Karmel. Teknik pengambilan sampel menggunakan *sampling jenuh* dengan jumlah 115 responden. Analisis data menggunakan Structural Equation Model (SEM) Partial Least Square (PLS) yang kemudian diolah menggunakan aplikasi SmartPLS 4.0. Hasil dari penelitian ini menunjukkan bahwa : (1) *Supervisor support* tidak berpengaruh terhadap kinerja karyawan, (2) Efikasi diri berpengaruh terhadap kinerja karyawan, (3) Motivasi kerja berpengaruh terhadap kinerja karyawan (4) Komitmen kerja tidak memediasi pengaruh *supervisor support* terhadap kinerja karyawan, (5) Komitmen kerja memediasi sebagian pengaruh efikasi diri terhadap kinerja karyawan, (6) Komitmen kerja memediasi sebagian pengaruh motivasi kerja terhadap kinerja karyawan

Kata Kunci : Supervisor Support, Efikasi Diri, Motivasi Kerja, Komitmen, dan Kinerja Karyawan

ABSTRACT***THE INFLUENCE OF SUPERVISOR SUPPORT, SELF-EFFICACY, AND
WORK MOTIVATION ON EMPLOYEE PERFORMANCE THROUGH
COMMITMENT AS MEDIATION***

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This study seeks to ascertain the impact of supervisory support, self-efficacy, and job motivation on employee performance. The study examines the influence of supervisory support, self-efficacy, and job motivation on employee performance, incorporating commitment as a mediating variable. The study's population comprised all workers of the Santa Maria Karmel Foundation. The sampling method employed was saturation sampling, encompassing a total of 115 respondents. The data analysis employed the Partial Least Squares (PLS) Structural Equation Model (SEM), processed through the SmartPLS 4.0 program. The findings of this study demonstrate that: (1) Supervisory support does not influence employee performance; (2) Self-efficacy impacts employee performance; and (3) Work motivation affects employee performance. (4) Work commitment does not serve as a mediator for the effect of supervisory assistance on employee performance. (5) Work commitment somewhat mediates the effect of self-efficacy on employee performance, and (6) work commitment also partially mediates the effect of work motivation on employee performance

Keywords: Supervisor Support, Self-Efficacy, Work Motivation, Commitment, and Employee Performance.