

Abstrak

**PENGARUH WORK ENGAGEMENT, SELF EFFICACY, DAN INTRINSIC
MOTIVATION TERHADAP KINERJA KARYAWAN DENGAN
JOB SATISFACTION SEBAGAI MEDIASI**

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Penelitian ini bertujuan untuk mengetahui : (1) Pengaruh secara langsung *work engagement* terhadap kinerja karyawan, (2) pengaruh secara langsung *self-efficacy* terhadap kinerja karyawan, (3) pengaruh secara langsung *intrintic motivation* terhadap kinerja karyawan, (4) pengaruh *work engagement* terhadap kinerja karyawan dengan dimediasi oleh *job satisfaction*, (5) pengaruh *self-efficacy* terhadap kinerja karyawan dengan dimediasi oleh *job satisfaction*, dan (6) pengaruh *intrinsic motivation* terhadap kinerja karyawan dengan dimediasi oleh *job satisfaction*. Teknik pengambilan sampel yang digunakan pada penelitian ini adalah teknik *non probability sampling* dengan metode *purposive sampling*. Sampel pada penelitian ini menggunakan 121 responden berdomisili di Daerah Istimewa Yogyakarta yang merupakan karyawan perusahaan *finance* di Yogyakarta dan sudah bekerja minimal selama 6 bulan. Analisis data yang digunakan dalam penelitian ini menggunakan teknik *partial least square* dengan menggunakan SmartPLS 3.0. Hasil yang didapatkan dalam penelitian ini sebagai berikut: (1) *Work engagement* secara langsung tidak berpengaruh terhadap kinerja karyawan, (2) *Self-efficacy* secara langsung berpengaruh terhadap kinerja karyawan, (3) *Intrinsic motivation* secara langsung berpengaruh terhadap kinerja karyawan, (4) *Work engagement* berpengaruh terhadap kinerja karyawan dimediasi penuh oleh *job satisfaction*, (5) *Self-efficacy* berpengaruh terhadap kinerja karyawan dimediasi sebagian oleh *job satisfaction*, dan (6) *Intrinsic motivation* tidak berpengaruh terhadap kinerja karyawan dimediasi *job satisfaction*.

Kata kunci: *Work Engagement, Self-Efficacy, Intrintic Motivation, Kinerja Karyawan, Job Satisfaction.*

Abstract

**THE INFLUENCE OF WORK ENGAGEMENT, SELF-EFFICACY, AND
INTRINSIC MOTIVATION ON EMPLOYEES PERFORMANCE WITH JOB
SATISFACTION AS A MEDIATION**

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This research aims to determine: (1) the direct effect of work engagement on employees performance, (2) the direct effect of self-efficacy on employees performance, (3) the direct effect of intrinsic motivation on employees performance, (4) the effect of work engagement on employees performance mediated by job satisfaction, (5) the effect of self-efficacy on employees performance mediated by job satisfaction, and (6) the effect of intrinsic motivation on employees performance mediated by job satisfaction. The sampling technique used in this study is non-probability sampling technique with purposive sampling method. The sample in this study used 121 respondents residing in the Special Region of Yogyakarta who are employees of finance companies in Yogyakarta and have worked for at least 6 months. The data analysis used in this research employs partial least square technique using SmartPLS 3.0. The results obtained in this study are as follows: (1) Work engagement does not directly affect employees performance, (2) Self-efficacy directly affects employees performance, (3) Intrinsic motivation directly affects employee performance, (4) Work engagement affects employees performance fully mediated by job satisfaction, (5) Self-efficacy affects employees performance partially mediated by job satisfaction, and (6) Intrinsic motivation does not affect employees performance mediated by job satisfaction.

Keywords: *Work Engagement, Self-Efficacy, Intrinsic motivation, Employee Performance, Job Satisfaction.*