

Pengaruh Occupational Self Efficacy terhadap Work Performance dimediasi oleh Intrinsic Motivation (Studi Kasus pada Kantor Pelayanan Pajak Pratama Depok Cimanggis) = The Effect of Occupational Self Efficacy on Work Performance through Intrinsic Motivation (Case Study on Tax Service Office of Depok Cimanggis)

Latifa Rahmi, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=9999920551413&lokasi=lokal>

Abstrak

Performa atau kinerja yang baik merupakan tujuan utama organisasi. Agar kinerja dapat meningkat tentu perlu dilihat apa saja yang dapat mempengaruhinya. Keyakinan diri atau self efficacy menjadi salah satu yang perlu diperhatikan. Apakah kinerja ditentukan dari tingkat self efficacy pegawai di tempat kerja atau terdapat faktor lain seperti motivasi intrinsik yang dapat menjadi mediator atas peningkatan kinerja pegawai. Tujuan dari penelitian ini adalah untuk melihat adanya pengaruh antara Occupational Self Efficacy terhadap Work Performance dimediasi oleh Intrinsic Motivation. Kehadiran occupational self efficacy dalam diri pegawai dapat meningkatkan performa pegawai yang berdampak terhadap peningkatan kinerja organisasi secara keseluruhan. Serta intrinsik motivasi dapat memediasi kedua hubungan tersebut. Responden dalam penelitian ini melibatkan 98 responden yang merupakan pegawai di Kantor Pelayanan Pajak Pratama Depok Cimanggis. Responden diminta untuk mengisi kuesioner elektronik melalui google form. Dalam penelitian ini ditemukan pengaruh signifikan antara occupational self efficacy terhadap work performance. Serta pengaruh signifikan antara occupational self efficacy terhadap intrinsic motivation. Namun di sisi lain, intrinsic motivation tidak memiliki pengaruh terhadap work performance baik secara langsung, maupun sebagai mediator.

.....Good performance is the main goal of the organization. In order to enhance performance, it is imperative to ascertain the variables that impact it. Self-confidence or self-efficacy is one that needs attention. Whether performance is determined from the level of self-efficacy of employees at work or there are other factors such as intrinsic motivation that can mediate the improvement of employee performance. The purpose of this study was to see the influence between Occupational Self Efficacy on Work Performance mediated by Intrinsic Motivation. The presence of occupational self efficacy in employees can improve employee performance which has an impact on improving overall organizational performance. As well as intrinsic motivation can mediate both relationships. The respondents in this study involved 98 respondents who were employees at the Tax Service Office of Depok Cimanggis. Respondents were asked to fill out an electronic questionnaire through google form. In this study found a significant influence between occupational self efficacy on work performance. As well as a significant influence between occupational self efficacy on intrinsic motivation. But on the other hand, intrinsic motivation has no influence on work performance either directly, or as a mediator.