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ELECTRONIC THESIS AND DISSERTATION UNSYIAH

TITLE

PENGARUH SELF EFFICACY DAN MOTIVASI TERHADAP KOMITMEN ORGANISASI DAN IMPLIKASINYA TERHADAP KINERJA PEGAWAI PADA PEMERINTAH DAERAH KABUPATEN ACEH JAYA

ABSTRACT

ABSTRAK

Abstrak Karya Akhir Diserahkan kepada Panitia Komisi Ujian Untuk Mendapatkan Gelar Magister Manajemen pada Program Pasca Sarjana Universitas Syiah Kuala

PENGARUH SELF EFFICACY DAN MOTIVASI TERHADAP KOMITMEN ORGANISASI DAN IMPLIKASINYA TERHADAP KINERJA PEGAWAI PADA PEMERINTAH DAERAH KABUPATEN ACEH JAYA

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Penelitian ini bertujuan untuk menganalisis pengaruh self-efficacy dan motivasi kerja terhadap komitmen organisasi serta implikasinya terhadap kinerja pegawai pada Pemerintah Daerah Kabupaten Aceh Jaya. Sampel penelitian 287 orang pegawai yang diambil secara proporsional sampling dari sejumlah instansi di kabupaten tersebut. Pengumpulan data menggunakan kuesioner dan selanjutnya data dianalisis dengan menggunakan peralatan statistik structural equation model

Kata Kunci : Kinerja Pegawai, Komitmen Organisasi, Self-efficacy dan Motivasi Kerja.

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ABSTRACT

Abstract of Final Paper Submitted to The Examination Committee in Partial Fulfillment of The Requirements for The Degree of Master of Management on Graduated Program of Syiah Kuala University

EFFECT OF SELF EFFICACY AND WORK MOTIVATION ON ORGANIZATIONAL COMMITMENT AND ITS IMPLICATION ON EMPLOYEE PERFORMANCE OF LOCAL GOVERNMENT OF ACEH JAYA DISTRICT

By :

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Co-Supervisor : Dr. Sulaiman, SE, MM

The research is mainly determined to investigate the effect of self-efficacy and work motivation on the organizational commitment and its impact on the employee performance of local government of Aceh Jaya district. The samples are 287 civil servant selected by proportional sampling from the number of public institution in the district. Data collecting of using questionnaire and then data was analyzed by using statistical means of structural equation modeling. The research found that self-efficacy and work motivation have a positive and significant effect on the organizational commitment and the employee performance. The existence of the organizational commitment is not only to improve the effect of self-efficacy and work motivation on the employee performance, but also it has been a mediating variable among the variables.



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Keywords : Employee's performance, organizational commitment, self-efficacy and work motivation.

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