

**PENGARUH KEMAMPUAN KERJA DAN MOTIVASI INTRINSIK TERHADAP
KINERJA PEGAWAI MELALUI VARIABEL INTERVENING KEPERCAYAAN
DIRI**

(Studi Pada Badan Kepegawaian Daerah Kabupaten Sleman Yogyakarta)

ABSTARK

(Siswanto, 13911017)

Penelitian ini dilakukan untuk mengetahui pengaruh kemampuan kerja dan motivasi intrinsik terhadap kinerja pegawai melalui variabel intervening kepercayaan diri pada Badan kepegawaian Daerah kabupaten Sleman, Yogyakarta. Adapun tujuan dari penelitian ini adalah untuk mengetahui apakah kemampuan kerja dan motivasi intrinsik berpengaruh baik secara bersama-sama maupun secara parsial terhadap kinerja pegawai melalui variabel intervening kepercayaan diri. Tujuan lainnya adalah untuk mengetahui variabel yang paling dominan pengaruhnya terhadap kinerja pegawai.

Penelitian ini menggunakan sensus populasi yaitu seluruh anggota populasi sebagai responden yaitu sebanyak 64 orang pegawai Badan kepegawaian daerah Kabupaten sleman, Yogyakarta. Data tersebut diuji dengan alat analisis jalur, menggunakan uji asumsi dan uji kecocokan model. Semua uji yang dilakukan menggunakan bantuan program SPSS versi 16.0.

Hasil penelitian menunjukkan bahwa variabel kemampuan kerja dan motivasi intrinsik mempunyai pengaruh positif dan signifikan baik secara bersama-sama maupun secara parsial terhadap kinerja pegawai melalui variabel intervening kepercayaan diri. Dari kedua variabel tersebut, variabel kemampuan kerja mempunyai pengaruh dominan terhadap kinerja pegawai melalui variabel intervening kepercayaan diri.

Kata Kunci : Kemampuan Kerja, Motivasi Intrinsik, Kepercayaan Diri, Kinerja Pegawai.

**THE INFLUENCE OF WORKING CAPABILITY AND INTRINSIC MOTIVATION
ON THE PERFORMANCE OF EMPLOYEES THROUGH INTERVENING
VARIABLE OF SELF-CONFIDENCE
(Study at the Agency of Regional Employees in the Regency of Sleman)**

**ABSTRACT
(Siswanto, 13911017)**

This study is conducted to understand the influence of working capability and intrinsic motivation on the performance of employees through intervening variables of self-confidence at the Agency of Regional Employees in the Regency of Sleman, Yogyakarta. This study is purposed to understand whether the working capability and intrinsic motivation have influenced either simultaneously or partially on the performance of employees through intervening variables of self-confidence. Another purpose of this study is to understand which variable is the most dominant effect on the performance of employees.

This study uses census population, i.e. all members of the population as respondents as many as 64 employees of the Agency of Regional Employees in the Regency of Sleman, Yogyakarta. The data is examined using path analysis test, classical assumptions test, and model suitability test. All tests are performed using a statistical computer program of SPSS version 16.0.

The study results show that the variables of working capability and intrinsic motivation have a positive and significant effect either simultaneously or partially to the performance of employees through intervening variables of self-confidence. From these two variables, the variable of working capability has dominant effect on the performance of employees through intervening variable of self-confidence.

Keywords: working capability, intrinsic motivation, self-confidence, performance of employees.