

**PENGARUH PENGEMBANGAN KARIR DAN EFIKASI DIRI
TERHADAP KINERJA GURU MELALUI MOTIVASI SEBAGAI
VARIABEL INTERVENING PADA SEKOLAH SMA/SMK DI
KECAMATAN STM HULU**

ABSTRAK

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Penelitian ini bertujuan untuk mengetahui apakah Pengembangan Karir dan Efikasi Diri berpengaruh terhadap Kinerja melalui Motivasi sebagai variabel intervening pada guru SMA/SMK Di Kecamatan STM Hulu. Penelitian dilakukan terhadap guru SMA/SMK Di Kecamatan STM Hulu. Populasi dalam penelitian ini sebanyak 72 orang. Dikarenakan jumlah populasi sedikit, maka teknik pengambilan sampel pada penelitian ini yaitu sampel jenuh dengan jumlah sampel sebanyak 72 orang. Teknik pengumpulan data yang digunakan adalah data primer berupa kuesioner dan data sekunder yang diperoleh melalui studi dokumentasi. Teknik analisis data menggunakan data kuantitatif yang diolah dengan program SPSS versi 25, yaitu uji t, uji sobel dan analisis jalur. Hasil yang didapat dalam penelitian ini menunjukkan 1) terdapat pengaruh positif dan signifikan antara pengembangan karir terhadap Motivasi, 2) terdapat pengaruh positif dan signifikan antara Efikasi Diri terhadap Motivasi, 3) terdapat pengaruh positif dan signifikan antara variabel Pengembangan Karir terhadap Kinerja, 4) terdapat pengaruh positif dan signifikan antara Efikasi Diri terhadap Kinerja, 5) terdapat pengaruh positif dan signifikan antara Motivasi terhadap Kinerja, 6) Terdapat pengaruh positif dan signifikan antara Pengembangan Karir terhadap Kinerja melalui Motivasi sebagai variabel intervening, 7) Terdapat pengaruh positif dan signifikan antara Efikasi Diri terhadap Kinerja melalui Motivasi sebagai variabel intervening.

Kata Kunci: Pengembangan Karir, Efikasi Diri, Motivasi dan Kinerja

**THE INFLUENCE OF CAREER DEVELOPMENT AND SELF-EFICACY
ON TEACHER PERFORMANCE THROUGH MOTIVATION AS AN
INTERVENTION VARIABLE IN SMA/SMK OF STM HULU SUB-
DISTRICT**

ABSTRACT

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This research aims to find out whether career development and self-efficacy influence performance through motivation as an intervening variable for high school/vocational school teachers in STM Hulu District. Research was conducted on high school/vocational school teachers in STM Hulu District. The population in this study was 72 people. Due to the small population, the sampling technique in this study was a saturated sample with a sample size of 72 people. The data collection technique used is primary data in the form of a questionnaire and secondary data obtained through documentation studies. The data analysis technique uses quantitative data processed with the SPSS version 25 program, namely the t test, Sobel test and path analysis. The results obtained in this study show 1) there is a positive and significant influence between career development on Motivation, 2) there is a positive and significant influence between Self-Efficacy on Motivation, 3) there is a positive and significant influence between the Career Development variable on Performance, 4) there is positive and significant influence between Self-Efficacy on Performance, 5) there is a positive and significant influence between Motivation on Performance, 6) There is a positive and significant influence between Career Development on Performance through Motivation as an intervening variable, 7) There is a positive and significant influence between Self-Efficacy on Performance through Motivation as an intervening variable.

Keywords: Career Development, Self-efficacy, Motivation and Performance