

ABSTRAK

SUSANTY
223311012032

Penelitian ini bertujuan untuk mengetahui apakah Efikasi Diri dan Motivasi Berprestasi berpengaruh terhadap Kinerja melalui Perilaku Inovatif sebagai variabel intervening pada pegawai Bank Permata KC Zainul Arifin Penelitian dilakukan terhadap pegawai tetap 220 orang. Dikarenakan jumlah populasi sedikit, maka teknik pengambilan sampel pada penelitian ini yaitu sampel jenuh dengan jumlah sampel sebanyak 135 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 Efikasi Diri terhadap Perilaku Inovatif, 2) terdapat pengaruh positif dan signifikan antara Motivasi Berprestasi terhadap Perilaku Inovatif, 3) terdapat pengaruh positif dan signifikan antara Efikasi Diri terhadap Kinerja, 4) terdapat pengaruh positif dan signifikan antara Motivasi Berprestasi terhadap Kinerja, 5) terdapat pengaruh positif dan signifikan antara Perilaku Inovatif terhadap Kinerja, 6) Terdapat pengaruh antara Efikasi Diri terhadap Kinerja melalui Perilaku Inovatif sebagai variabel intervening, 7) Terdapat pengaruh antara Motivasi Berprestasi terhadap Kinerja melalui Perilaku Inovatif sebagai variabel intervening.

Kata Kunci: Efikasi Diri, Kinerja, Motivasi Berprestasi, dan Perilaku Inovatif.

**THE INFLUENCE OF SELF-EFFICACY AND ACHIEVEMENT
MOTIVATION ON EMPLOYEE PERFORMANCE THROUGH
INNOVATIVE BEHAVIOR AS AN INTERVENING VARIABLE AT
PERMATA BANK KC ZAINUL ARIFIN**

ABSTRACT

**SUSANTY
223311012032**

This study aims to determine whether Self-Efficacy and Achievement Motivation affect Performance through Innovative Behavior as an intervening variable in Permata Bank employees KC Zainul Arifin. The study was conducted on 220 permanent employees. Due to the small population, the sampling technique in this study was a saturated sample with a sample size of 135 people. The data collection technique used was primary data in the form of questionnaires and secondary data obtained through documentation studies. The data analysis technique used quantitative data processed with the SPSS version 25 program, namely the t-test, Sobel test and path analysis. The results obtained in this study indicate 1) there is a positive and significant influence between Self-Efficacy on Innovative Behavior, 2) there is a positive and significant influence between Achievement Motivation on Innovative Behavior, 3) there is a positive and significant influence between Self-Efficacy on Performance, 4) there is a positive and significant influence between Achievement Motivation on Performance, 5) there is a positive and significant influence between Innovative Behavior on Performance, 6) There is an influence between Self-Efficacy on Performance through Innovative Behavior as an intervening variable, 7) There is an influence between Achievement Motivation on Performance through Innovative Behavior as an intervening variable..

Keywords: Self-Efficacy, Performance, Achievement Motivation, and Innovative Behavior.