

MELALUI MOTIVASI KARYAWAN SEBAGAI PEMEDIASI

DALAM KONTEKS BEKERJA DARI RUMAH

INTISARI

Selama pandemi COVID-19, bekerja dari rumah menjadi alternatif pengaturan kerja yang ditetapkan berbagai perusahaan di Indonesia. Penelitian ini bertujuan untuk menganalisis hubungan efikasi diri dengan kinerja karyawan melalui motivasi intrinsik dan motivasi ekstrinsik sebagai variabel mediasi. Pengumpulan data penelitian ini menggunakan kuesioner yang dibagikan secara daring. Sampel penelitian ini merupakan 664 pekerja *full-time* yang sedang atau pernah bekerja dari rumah selama pandemi COVID-19 dan tersebar di seluruh Indonesia. Metode analisis penelitian ini menggunakan *Structural Equation Model* (SEM) dengan *software* SmartPLS versi 3.2.9. Hasil analisis mengkonfirmasi hipotesis yang menunjukkan efikasi diri memiliki pengaruh positif signifikan terhadap kinerja karyawan. Semakin tinggi efikasi diri karyawan semakin tinggi kinerja karyawan. Sementara, motivasi intrinsik dan motivasi ekstrinsik sama-sama berpengaruh signifikan dan memediasi parsial (*complementary mediation*) pada hubungan efikasi diri dengan kinerja karyawan. Penelitian ini mampu memberikan informasi untuk berbagai organisasi dan praktik manajerial dalam meningkatkan efikasi diri dan motivasi karyawan agar kinerja karyawan meningkat.

Kata kunci: efikasi diri, kinerja karyawan, motivasi intrinsik, motivasi ekstrinsik, bekerja dari rumah.

**THE EFFECT OF SELF-EFFICACY ON EMPLOYEE PERFORMANCE
THROUGH EMPLOYEE MOTIVATION AS MEDIATION
IN THE CONTEXT OF WORK FROM HOME**

ABSTRACT

During the COVID-19 pandemic, working from home has become an alternative for work arrangements set by various companies in Indonesia. This study aims to analyze the relationship between self-efficacy and employee performance through intrinsic motivation and extrinsic motivation as mediating variables. The data collection of this research used a questionnaire that was distributed boldly. The sample of this study was 664 full-time workers who were or were working from home during the COVID-19 pandemic and had spread throughout Indonesia. The analysis method of this research uses Structural Equation Model (SEM) with SmartPLS software version 3.2.9. The results of the analysis confirm the hypothesis that self-efficacy has a significant positive effect on employee performance. The higher the self-efficacy, the higher the employee's performance. Meanwhile, intrinsic motivation and extrinsic motivation are both significant and partially mediate the relationship between self-efficacy and employee performance. This research is able to provide information for various organizations and managerial practices in improving self-efficacy and employee motivation to increase performance.

Keywords: self-efficacy, employee performance, intrinsic motivation, extrinsic motivation, work from home.