

ABSTRAK

Nama : FADHAL FAJRI
Program Studi : Program Magister Ilmu Manajemen
Judul : PENGARUH PENGEMBANGAN KARIR DAN *BURNOUT*
TERHADAP KINERJA PEGAWAI MELALUI *SELF*
EFFICACY PADA TENAGA KEPENDIDIKAN
UNIVERSITAS MALIKUSSALEH

Penelitian ini bertujuan untuk mengetahui pengaruh pengembangan karir dan *burnout* terhadap kinerja karyawan melalui *self efficacy* pada Tenaga Kependidikan Universitas Malikussaleh. Data dalam penelitian ini digunakan data primer berupa kuesioner yang disusun sesuai dengan indikator-indikator pengukuran variabel penelitian dan disebarkan kepada 180 pegawai Tenaga Kependidikan Universitas Malikussaleh, dengan teknik pengambilan sample menungganakn *probability sampling*. Metode analisis data yang digunakan analisis struktural (SEM) dan diproses dengan program *Analysis Moment of Structural* (AMOS) yaitu teknik analisis *multivariate* yang merupakan kombinasi antara analisis faktor dan analisis regresi yang bertujuan untuk menguji hubungan-hubungan antar variabel yang ada pada sebuah model, baik itu antar indikator dengan konstruknya, ataupun hubungan antar konstruk. Hasil penelitian ditemukan bahwa pengembangan karir dan *burnout* berpengaruh terhadap *self efficacy*, dan pengembangan karir dan *burnout* juga berpengaruh terhadap kinerja karyawan, kemudian terdapat pengaruh *self efficacy* terhadap kinerja karyawan. Selanjutnya hasil penelitian ini menunjukkan bahwa *self efficacy* memoderasi pengaruh pengembangan karir terhadap Kinerja karyawan, namun *self efficacy* tidak memoderasi pengaruh *burnout* terhadap Kinerja karyawan.

Kata Kunci : Pengembangan Karir, *Burnout*, *Self Efficacy* dan Kinerja Karyawan

ABSTRACT

Name : FADHAL FAJRI
Study Program : Graduate Program in Management Science
Title : THE INFLUENCE OF CAREER DEVELOPMENT AND BURNOUT ON EMPLOYEE PERFORMANCE THROUGH SELF-EFFICACY IN MALIKUSSALEH UNIVERSITY EDUCATION STAFF

This research aims to determine the effect of career development and burnout on employee performance through self-efficacy in Malikussaleh University Education Staff. The data in this research used primary data in the form of a questionnaire which was prepared according to the research variable measurement indicators and distributed to 180 Malikussaleh University Education Staff employees, using a sampling technique using probability sampling. The data analysis method used is structural analysis (SEM) and processed with the moment of structural analysis (Amos) program, namely a multivariate analysis technique which is a combination of factor analysis and regression analysis which aims to test the relationships between variables in a model, both that is between indicators and constructs, or relationships between constructs. The research results found that career development and burnout had an influence on self-efficacy, and career development and burnout also had an influence on employee performance, then there was an influence of self-efficacy on employee performance. Furthermore, the results of this research show that self-efficacy moderates the influence of career development on employee performance, but self-efficacy does not moderate the influence of burnout on employee performance.

Keywords : Career Development, Burnout, Self Efficacy and Employee Performance