



ABSTRAK INDONESIA

ABSTRAK

Abstrak Karya Akhir diserahkan kepada Panitia Komisi Ujian untuk mendapatkan Gelar Magister Manajemen pada Program Pascasarjana Universitas Syiah Kuala

PENGARUH KESEJAHTERAAN, SELF-EFFICACY DAN LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI DAN DAMPAKNYA PADA KINERJA BADAN PENGELOLAAN KEUANGAN ACEH

Oleh

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Tujuan penelitian ini adalah untuk mengetahui: (1) mendeskripsikan keadaan kesejahteraan, self efficacy, lingkungan kerja, kinerja pegawai dan kinerja BPKA (2) pengaruh kesejahteraan terhadap kinerja pegawai, (3) pengaruh self efficacy terhadap kinerja pegawai (4) pengaruh lingkungan kerja terhadap kinerja pegawai (5) pengaruh tidak langsung kesejahteraan terhadap kinerja Badan Pengelolaan Keuangan Aceh, (6) pengaruh tidak langsung self efficacy, terhadap kinerja Badan Pengelolaan Keuangan Aceh (7) pengaruh tidak langsung lingkungan kerja terhadap kinerja Badan Pengelolaan Keuangan Aceh dan (8) pengaruh kinerja pegawai terhadap kinerja BPKA. Penelitian ini dilakukan pada Badan Pengelolaan Keuangan Aceh. Adapun yang menjadi objek penelitian ini adalah kesejahteraan, self efficacy dan lingkungan kerja terhadap kinerja pegawai dan kinerja Badan Pengelolaan Keuangan Aceh. Hasil penelitian menunjukkan bahwa secara kesejahteraan, self efficacy, lingkungan kerja, kinerja pegawai dan kinerja Badan Pengelolaan Keuangan Aceh sudah berjalan dengan baik, kemudian hasil pengujian membuktikan bahwa kesejahteraan, self efficacy dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai Badan Pengelolaan Keuangan Aceh, kesejahteraan, self efficacy dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja Badan Pengelolaan Keuangan Aceh, dan terdapat pengaruh kinerja pegawai terhadap kinerja Badan Pengelolaan Keuangan Aceh.

Kata Kunci: Kesejahteraan, Self Efficacy, Lingkungan Kerja, Kinerja Pegawai dan Kinerja Organisasi



ABSTRACT

Abstract of Final Paper Submitted to The Examination Committee in partial fulfilment of the requirements for the degree of Master of Management on Graduate Program of Syiah Kuala University

THE EFFECT OF WELFARE, SELF-EFFICACY AND WORK ENVIRONMENT TOWARD ON EMPLOYEE PERFORMANCE AND THE IMPACT ON ACEH FINANCIAL MANAGEMENT AGENCY PERFORMANCE

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The purpose of this study was to determine: (1) describe the state of wellbeing, self efficacy, work environment, employee performance and BPKA performance (2) the influence of welfare on employee performance, (3) the effect of self efficacy on employee performance (4) the influence of the work environment on employee performance (5) indirect influence of welfare on the performance of the Aceh Financial Management Agency, (6) indirect effect of self-efficacy on the performance of the Aceh Financial Management Agency (7) the indirect influence of the work environment on the performance of the Aceh Financial Management Agency and (8) influence employee performance on BPKA performance. This research was conducted at the Aceh Financial Management Agency. The object of this research is the welfare, self efficacy and work environment on employee performance and the performance of the Aceh Financial Management Agency. The results showed that welfare, self efficacy, work environment, employee performance and the performance of the Aceh Financial Management Agency were going well, then the test results proved that welfare, self efficacy and work environment had a positive and significant effect on the performance of employees of the Aceh Financial Management Agency, welfare, self efficacy and work environment have a positive and significant effect on the performance of the Aceh Financial Management Agency, and there is an effect of employee performance on the performance of the Aceh Financial Management Agency.

Keywords : Welfare, Self Efficacy, Work Environment, Employee Performance and Organizational Performance