

## ABSTRAK

Novita Arum Budiarti. 2025. Pengaruh *Self Efficacy* Dan *Psychological Capital* Terhadap Prestasi Kerja Dengan Motivasi Intrinsik Sebagai Variabel Mediasi (Studi Kasus Terhadap *Beauty Advisor* Pt. Hebe Beauty Style Wilayah Madiun). Skripsi. Program Studi Manajemen, Fakultas Ekonomi Dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Karuniawati Hasanah, S.E., M.M., Pembimbing (II) Robby Sandhi Dessyarti, S.E., M.M.

Tujuan penelitian ini untuk mengetahui apakah terdapat pengaruh *Self-Efficacy*, dan *Psychological Capital* terhadap Prestasi Kerja. Serta pengaruh tidak langsung *Self-Efficacy*, dan *Psychological Capital* terhadap Prestasi Kerja melalui Motivasi Intrinsik sebagai variabel mediasi. Penelitian ini dilakukan di PT. Hebe Beauty Style. Sampel penelitian ini sebanyak 64 responden. Penelitian ini termasuk dalam pendekatan kuantitatif dengan metode SEM-PLS. Analisis data dilakukan dengan menggunakan bantuan software SmartPLS 4. Hasil dari penelitian ini adalah *Self-Efficacy* berpengaruh terhadap Motivasi Intrinsik, *Psychological Capital* berpengaruh terhadap Motivasi Intrinsik, *Self-Efficacy* tidak berpengaruh terhadap Prestasi Kerja, *Self-Efficacy* dan *Psychological Capital* berpengaruh secara tidak langsung terhadap Prestasi Kerja.

**Kata Kunci:** *Self-Efficacy*, *Psychological Capital*, Prestasi Kerja, Motivasi Intrinsik

## ABSTRACT

Novita Arum Budiarti. 2025. The Effect of Self Efficacy and Psychological Capital on Work Performance With Intrinsic Motivation As A Mediation Variable (Case Study Of Beauty Advisor Pt. Hebe Beauty Style Madiun Region). Thesis. Management Study Program, Faculty of Economics and Business, PGRI Madiun University. Advisor (I) Dr. Karuniawati Hasanah, S.E., M.M., Advisor (II) Robby Sandhi Dessyarti, S.E., M.M.

The purpose of this study was to determine whether there is an influence of Self-Efficacy, and Psychological Capital on Work Performance. As well as the indirect influence of Self-Efficacy, and Psychological Capital on Work Performance through Intrinsic Motivation as a mediating variable. This research was conducted at PT. Hebe Beauty Style. The sample of this study was 64 respondents. This research is included in the quantitative approach with the SEM-PLS method. Data analysis was carried out using the help of SmartPLS 4 software. The results of this study are Self-Efficacy influences Intrinsic Motivation, Psychological Capital influences Intrinsic Motivation, Self-Efficacy does not influence Work Performance, Self-Efficacy and Psychological Capital have an indirect influence on Work Performance.

**Keywords:** Self-Efficacy, Psychological Capital, Job Performance, Intrinsic Motivation