

PENGARUH *EMOTIONAL STABILITY*, *SELF ESTEEM*, DAN *SELF EFFICACY* TERHADAP KINERJA KARYAWAN DENGAN KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI DI BADAN PENDAPATAN PENGELOLAAN KEUANGAN DAN ASET DAERAH (BPPKAD) KABUPATEN BLORA

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Abstrak

This study discusses the emotional stability, self-esteem and self-efficacy towards performance through job satisfaction employees of BPPKAD in Blora Regency. Data was taken using the census method with the number of respondents 66 people working in BPPKAD Blora Regency. Primary data collection is done by questionnaires arranged using a likert scale and then compiled using path analysis and sobel tests to examine the mediating effects among variables. The results showed that emotional stability does not have a significant effect on the performance of Blora's BPPKAD employees. However, there is no positive influence when job satisfaction mediating relation between emotional stability on job performance. This means that there is no role variable for job satisfaction in mediating the emotional stability to the performance of BPPKAD employees in Blora Regency. Based on path analysis, self-esteem has a positive and significant relationship with job performance and, self-esteem also has a significant positive relationship through job satisfaction on employee performance. The self efficacy variable also proved to have a positive and significant relationship to employee performance, self-efficacy also influenced performance improvement through employee job satisfaction. This means the use of self-efficacy bring the positive effect on the performance of Blora Regency BPPKAD employees. Furthermore, the variable job satisfaction has a positive and significant relationship with employee performance. This means an increase in job satisfaction, give an effect of increasing employee performance in BPPKAD Blora Regency.

Kata Kunci : *Emotional Stability, Self Esteem, Self Efficacy, Job Satisfaction, Job Performance*