

ABSTRACT

PENGARUH *SELF-EFFICACY* DAN *JOB CRAFTING* TERHADAP *JOB PERFORMANCE* MELALUI *WORK ENGAGEMENT* PADA PEGAWAI YAYASAN ABDI WIJAYA MANDIRI YOGYAKARTA

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ABSTRACT

Job performance is a crucial factor in the success of nonprofit educational organizations and is influenced by both psychological and work-related behavioral factors. This study aims to analyze the effect of self-efficacy and job crafting on job performance with work engagement as a mediating variable among employees of Yayasan Abdi Wijaya Mandiri, PKBM Bima Mandiri unit, Yogyakarta. The study employed a quantitative causal approach with the entire population of employees (N = 34) and a saturated sampling technique. Data were collected using a 5-point Likert scale questionnaire and analyzed with SmartPLS 4.0 to examine both direct and indirect relationships between variables. The results indicate that self-efficacy positively affects work engagement but does not significantly influence job performance. Work engagement also does not significantly affect job performance. In contrast, job crafting positively influences job performance but not work engagement, and work engagement does not mediate the effect of these two variables. These findings suggest that improving employee performance in nonprofit educational organizations is more influenced by job crafting behavior than by internal psychological factors.

Keywords: *job crafting, job performance, self-efficacy, work engagement*

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ABSTRAK

Kinerja pegawai merupakan faktor penting dalam keberhasilan organisasi nirlaba pendidikan dan dipengaruhi oleh faktor psikologis maupun perilaku kerja. Penelitian ini bertujuan menganalisis pengaruh *self-efficacy* dan *job crafting* terhadap *job performance* dengan *work engagement* sebagai variabel mediasi pada pegawai Yayasan Abdi Wijaya Mandiri unit kegiatan PKBM Bima Mandiri, Yogyakarta. Penelitian ini menggunakan pendekatan kuantitatif kausal dengan populasi seluruh pegawai ($N = 34$) dan teknik sampling jenuh. Data dikumpulkan melalui kuesioner skala Likert 1–5 dan dianalisis menggunakan SmartPLS 4.0 untuk menguji pengaruh langsung maupun tidak langsung antarvariabel. Hasil penelitian menunjukkan bahwa *self-efficacy* berpengaruh positif terhadap *work engagement* tetapi tidak terhadap *job performance*. *Work engagement* juga tidak berpengaruh terhadap *job performance*. Sebaliknya, *job crafting* berpengaruh positif terhadap *job performance* namun tidak terhadap *work engagement*, dan *work engagement* tidak memediasi pengaruh kedua variabel tersebut. Temuan ini mengindikasikan bahwa peningkatan kinerja pegawai pada organisasi nirlaba pendidikan lebih dipengaruhi oleh perilaku *job crafting* dibandingkan faktor psikologis internal.

Kata kunci: *job crafting, job performance, self-efficacy, work engagement*