

ABSTRACT

This study aims to analyze the effect of self-efficacy on employee performance with work engagement as an intervening variable among nurses at RSI PKU Muhammadiyah Pekajangan. This research is motivated by the importance of psychological factors in improving employee performance, particularly in the healthcare sector, which is characterized by high work demands and dynamic working conditions.

This study employs a quantitative approach with data collected through questionnaires distributed to 65 respondents who are nurses. The sampling technique used is purposive sampling. Data analysis was conducted using Structural Equation Modeling (SEM) based on Partial Least Squares (PLS) with the assistance of SmartPLS software.

The results indicate that self-efficacy has a positive and significant effect on both employee performance and work engagement. In addition, work engagement also has a positive and significant effect on employee performance and serves as a mediator in the relationship between self-efficacy and employee performance. These findings suggest that higher levels of self-efficacy lead to increased work engagement, which ultimately enhances individual performance. Therefore, it is important for organizations to develop strategies aimed at improving self-efficacy and work engagement through appropriate training programs to achieve optimal employee performance.

Keywords: self-efficacy, work engagement, employee performance, nurses.



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