

INTISARI

Penelitian ini berjudul “*Self Efficacy* sebagai Mediator Pengaruh *Work Family Conflict* dan Iklim Kerja terhadap Kinerja Karyawan Dinas Dikpora Yogyakarta” memiliki rumusan masalah yang dimiliki yaitu apakah *Self Efficacy* mempengaruhi *Work Family Conflict* dan Iklim Kerja berpengaruh pada Kinerja Karyawan yang ada di Kantor Dinas Dikpora Yogyakarta. Tujuan penelitian ini untuk mengetahui peran *Self Efficacy* sebagai mediasi antara *Work Family Conflict* dan Iklim Kerja terhadap Kinerja.

Penelitian ini menggunakan metode kuantitatif. Adapun sumber data yang digunakan yaitu data primer dan sekunder. Data diolah menggunakan SPSS 21. Populasi dalam penelitian ini adalah seluruh karyawan kantor Dinas Dikpora Yogyakarta yang sudah menikah. Variabel yang diteliti dalam penelitian ini antara lain *Self Efficacy*, *Work Family Conflict*, Iklim Kerja dan Kinerja .

Berdasarkan hasil pengujian variabel *Self Efficacy* mampu menjadi *intervening* antara *Work Family Conflict* dengan Kinerja Karyawan dengan hasil perkalian koefisien sebesar -0,110168 dan *Self Efficacy* mampu menjadi *intervening* antara iklim kerja dengan kinerja karyawan dengan hasil perkalian sebesar 0,27542. Hasil penelitian ini menunjukkan semua hipotesis diterima, diantaranya H1: *Work Family Conflict* berpengaruh negatif terhadap *Self Efficacy* H2: Iklim Kerja berpengaruh positif terhadap *Self Efficacy* H3: *Work Family Conflict* berpengaruh negatif terhadap Kinerja Karyawan H4: Iklim Kerja berpengaruh positif terhadap Kinerja Karyawan H5: *Self Efficacy* berpengaruh positif terhadap Kinerja Karyawan H6: *Self Efficacy* mampu memediasi antara *Work Family Conflict* terhadap Kinerja Karyawan H7: *Self Efficacy* mampu memediasi antara Iklim Kerja terhadap Kinerja Karyawan.

Kata Kunci: *Work Family Conflict*, Iklim Kerja, *Self Efficacy*, Kinerja, Dinas Dikpora Yogyakarta.

ABSTRACT

This research with the title "Self Efficacy as Mediator of The Influence Work Family Conflict and Working Climate on Employees Performance Dikpora Yogyakarta" The formulation of the problem is whether Self Efficacy affect Work Family Conflict and Work Climate influence on Employee Performance in Office Dikpora Yogyakarta. The purpose of this study is to know the role of Self Efficacy as a mediation between Work Family Conflict and Work Climate on Performance.

This research uses quantitative method. The data source used is primary and secondary data. Data processed by SPSS 21. Population in this research is all employees of office of Dikpora Yogyakarta which have married. The variables studied in this study include Self Efficacy, Work Family Confict, Work Climate and Performance.

Based on the results of testing the variables Self Efficacy can be an intervening between Work Family Conflict with Employee Performance with coefficient of coefficient of -0.110168 and Self Efficacy able to be an intervening between work climate with employee performance with the product multiplication of 0.27542. The results of this study indicate that all hypotheses are accepted, such as H1: Work Family Conflict has a negative effect on Self Efficacy H2: Work Climate positively affects Self Efficacy H3: Work Family Conflict negatively affects Employee Performance H4: Working Climate positively affects Employee Performance H5: Self Efficacy has a positive effect on Employee Performance H6: Self Efficacy able to mediate between Work Family Conflict on Employee Performance H7: Self Efficacy able to mediate between Work Climate to Employee Performance.

Keywords: Work Family Conflict, Working Climate, Self Efficacy, Performance, Dinas Dikpora Yogyakarta.