

*Akhmad Nizam Zuhri Khafidz. Business administration study program, Yudharta University Pasuruan, July 2023. The effect of self efficacy and work environment on employee performance through job satisfaction as mediating variable "study on production employees of PT. The Clod Indonesia"*

### **ABSTRACT**

*Human resources are the main driver of the company and its success in achieving the goals and sustainability of the company. PT. The Clod Indonesia is a company engaged in the manufacture of goods in the form of electric, acoustic and bass guitars. This study aims to determine the effect of the variables studied. These variables include self-efficacy, work environment, job satisfaction and employee performance.*

*This type of research is associative research with a quantitative approach, the data collection technique used is a questionnaire which is distributed online using Google Forms. The samples in this study were employees of PT. The Clod Indonesia as many as 158 respondents with a random sampling technique. The analysis technique used is the Path analysis technique and by using the SPSS 22 application.*

*The results of the study show that self-efficacy has a positive and significant effect on job satisfaction with a probability value of 0.000. Work environment has a positive and significant effect on job satisfaction with a probability value of 0.001. Self efficacy has a positive and significant effect on employee performance with a probability value of 0.000. The work environment has a positive and significant effect on employee performance with a probability value of 0.000. Job satisfaction has a positive and significant effect on employee performance with a probability value of 0.003. Job satisfaction can mediate the relationship between self-efficacy and employee performance with a probability value of 0.004. Job satisfaction can mediate the relationship between work environment and employee performance with a probability value of 0.028.*

**KEYWORD : SELF EFFICACY, WORK ENVIRONMENT, EMPLOYEE PERFORMANCE, WORK SATISFACTION**