

## **ABSTRACT**

*This study aimed to determine the effect of self-leadership and motivation on employee performance at the Directorate General of Taxes. The population in this study amounted to 28,543 employees with administrative executive positions, account representatives, and objection reviewers. The sampling used was 394 employees using the Slovin formula. The sampling technique used was a simple convenience sampling technique which was performed randomly without regard to the strata in the population. The research method used was quantitative with SEM-PLS. The results of this study indicate that self-leadership had a positive and significant effect on employee performance; motivation had a positive and significant effect on employee performance; self-leadership also had a positive and significant effect on motivation; and motivation mediated the effect of self-leadership on performance. The implications of this research were discussed in the article.*

*Keywords: Self-leadership, Motivation, employee performance.*



## ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh *Self-Leadership* dan Motivasi Terhadap Kinerja Pegawai Direktorat Jenderal Pajak. Populasi dalam penelitian ini berjumlah 28.543 pegawai dengan jabatan pelaksana administrasi, *account representative* dan penelaah keberatan. Sampel yang digunakan sebanyak 394 pegawai dengan menggunakan perhitungan rumus Slovin. Teknik pengambilan sampel yang digunakan adalah *convenience sampling*. Metode penelitian yang digunakan adalah kuantitatif dengan SEM-PLS. Hasil penelitian ini menunjukkan bahwa *Self-Leadership* berpengaruh positif dan signifikan terhadap kinerja pegawai; Motivasi berpengaruh positif dan signifikan terhadap kinerja pegawai; *Self-Leadership* juga berpengaruh positif dan signifikan terhadap motivasi; dan motivasi memediasi pengaruh *self-leadership* terhadap kinerja. Implikasi penelitian ini dibahas dalam artikel.

Kata Kunci: *Self-Leadership*, Motivasi, Kinerja Pegawai

