

THE INFLUENCE OF SELF EFFICACY AND EMPLOYEE ENGAGEMENT ON EMPLOYEE PERFORMANCE PNS IN TEMANGGUNG

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Article Info	ABSTRACT
<p>Article history: Received May 10, 2024 Revised Jun 15, 2024 Accepted Jul 06, 2024</p> <p>Keywords: self efficacy, employee engagement and employee performance</p>	<p>The study aimed to determine the influence of self efficacy and employee engagement on the employee performance civil servants in Temanggung. This research used a quantitative descriptive methods. The method used in probability sampling with 100 respondents. Primary data collected by questionnaire and had been tested for validity and reliability. This research was processed using data analysis of the SPSS version 24 program. The results of the research show that self efficacy and employee engagement affect employee performance of civil servants in Temanggung.</p>

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INTRODUCTION

According to [1] employee performance is the achievement of work results obtained by employees in carrying out their duties according to their role. Employees who have good performance will be able to solve problems and tasks given by the organization. There are factors that influence employees at work which will have an impact on employee performance in the company, namely self-efficacy and employee engagement.

According to [1] self efficacy is a person's belief in their ability to carry out activities or behave successfully. The phenomenon that occurs among employees is a

lack of self-confidence in completing the work assigned by the company. Where employees lack confidence in their abilities, this can reduce employee self engagement which can affect performance and the company [1]

The existence of an employee self efficacy will really help the company to become more advanced, with confidence in the abilities possessed by an employee so that the employee's self-confidence increases. Trust and confidence in a person's abilities can ensure that all problems and tasks given by the company are resolved well and on time [1]

Apart from self-efficacy, there are other factors that influence employees at work which will have an impact on employee performance in the company, namely employee engagement. Employee engagement is an important factor in the success of an organization so that the needs or goals of the organization can be achieved. Employees who feel involved will have a sense of enthusiasm and always want to be involved in their work. According to [2] employee engagement as the extent to which employees are physically involved, cognitively attentive, and emotionally connected to their work. Employee engagement is a concept that is believed to improve employee performance, because employees who are engaged will show positive emotional relationships, optimism, energy, focus and are fully dedicated to their work. Self efficacy and employee engagement are factors that must be considered to improve employee performance, such as civil servants. The following is a table of percentage scores for each dimension of the Temanggung civil servant professionalism index in 2023.

Table 1. Percentage Scores For Each Dimension Of The Temanggung Civil Servant Professionalism Index In 2023

IP Dimensions	Weight	Skor	Skor (With Rounding)
Qualification	25% (0,25)	20,98	83,92%
Competence	40% (0,40)	13,60	34%
Performance	30% (0,30)	24,97	82,23%
Discipline	5% (0,05)	5	100%

The Professionalism Index (IP) is a statistical measure that describes the quality of civil servants based on suitability of qualifications, competence, performance and discipline of civil servants in carrying out their duties.

Based on the table of achievement of civil servant IP dimensions, it can be seen that the achievement of the performance dimension score is 82.23% and the remaining 17.77% has not been achieved. So to achieve this performance, it is necessary to apply self-efficacy and employee engagement so that employees have high self-confidence so that it will be easier to complete the tasks given and employees who are directly involved in the work will show better performance. Self-confidence can be achieved by participating in training or development to improve performance.

METHODS

This research population focuses on the influence of self-efficacy and employee engagement on employee performance of civil servants in Temanggung. By using the Slovin formula, the required sample is 100 respondents.

The primary data used in this research are perceptions obtained from questionnaires distributed to civil servants in Temanggung. The questionnaire used in this research uses a 5 point Likert scale (1= strongly disagree to 5= agree) Respondent characteristics:

1. Employees who are civil servants
2. Employee who have the latest education ranging from high school to doctoral degree

Variable Tabulation Average Analysis

The minimum sample required in this study is 100 respondents. In this study, the data acquisition method used a questionnaire. According to [3] questionnaire is a data collection technique carried out by giving a set of written questions or statements to respondents to answer. A questionnaire is an efficient data collection technique if the researcher knows for sure the variables to be measured and knows what to expect from the respondents. The scale used in this study is a 5 point likert scale. The likert scale is used to measure the attitudes, opinions, and perceptions of an individual or group of people about social phenomena.

Table 2. Likert Scale Intervals

Intervals	Alternative Answers
1	Strongly Disagree (STS)
2	Disagree (TS)
3	Neutral (N)
4	Agree (S)
5	Strongly Agree (SS)

Source: [3]

RESULTS AND DISCUSSION

The following are the results of the analysis:

Validity Test Results

Table 3. Validity Test Results

Variable	Indicator	Pearson Correlation	R tabel	Sig (2-tailed)	Description
Self Efficacy	SE 1	0,326	0,1966	0,001	Valid
	SE 2	0,558	0,1966	0,000	Valid
	SE 3	0,335	0,1966	0,001	Valid
	SE 4	0,534	0,1966	0,000	Valid
	SE 5	0,579	0,1966	0,000	Valid
	SE 6	0,576	0,1966	0,000	Valid
Employee	EE 1	0,529	0,1966	0,000	Valid

Variable	Indicator	Pearson Correlation	R tabel	Sig (2-tailed)	Description
<i>Engagement</i>	EE 2	0,530	0,1966	0,000	Valid
	EE 3	0,489	0,1966	0,000	Valid
	EE 4	0,524	0,1966	0,000	Valid
	EE 5	0,457	0,1966	0,000	Valid
	EE 6	0,591	0,1966	0,000	Valid
	EE 7	0,509	0,1966	0,000	Valid
	EE 8	0,606	0,1966	0,000	Valid
	EE 9	0,482	0,1966	0,000	Valid
<i>Employee Performance</i>	EP 1	0,451	0,1966	0,000	Valid
	EP 2	0,485	0,1966	0,000	Valid
	EP 3	0,425	0,1966	0,000	Valid
	EP 4	0,452	0,1966	0,000	Valid
	EP 5	0,444	0,1966	0,000	Valid
	EP 6	0,576	0,1966	0,000	Valid
	EP 7	0,474	0,1966	0,000	Valid
	EP 8	0,379	0,1966	0,000	Valid
	EP 9	0,475	0,1966	0,000	Valid
	EP 10	0,609	0,1966	0,000	Valid
	EP 11	0,542	0,1966	0,000	Valid
	EP 12	0,524	0,1966	0,000	Valid
	EP 13	0,451	0,1966	0,000	Valid

Validity test in this study was conducted by testing each statement item as many as 28 statements using SPSS 24. validity test is used to determine whether a questionnaire is valid or not. If r count $>$ r table, r table from this study is 0,1966. Then the instrument or statement items are significantly correlated with the total score, then it is declare valid. From all the tables above with r count $>$ r table then the statement of each variable in the statement tables is declared valid.

Reliability Test

Reliability can be defined as the extent to which measurement results can be relied upon. The dependability of the questionnaire will be assessed to determine its level of reliability. The reliability test uses a limit of 0.60 as a decision making tool, a variable is considered reliable if its value shows Cronbach's Alpha $>$ 0.60. The results of the reliability test are shown as follows in the table below:

Table 4. Reliability Test

Variable	Cronbach Alpha	Description
<i>Self Efficacy (SE)</i>	0,671	<i>Reliable</i>
<i>Employee Engagement (EE)</i>	0,672	<i>Reliable</i>
<i>Employee Performance (EP)</i>	0,724	<i>Reliable</i>

Based on the results of the reliability test in the above table using the Cronbach Alpha (α) statistical test, it shows that all variables have a Cronbach Alpha $>$ 0.60. This

shows that the questionnaire used to measure the variables Self Efficacy, Employee Engagement and Employee Performance.

Normality Test

The normality test aims to test whether the confounding or residual variables in the regression model have a normal distribution. This test is carried out to determine that the distribution of the data delivery that has been used is normally distributed. This test is carried out using the Kolmogorov-Smirnov method with the help of SPSS version 24. Kolmogorov-smirnov method the testing criteria with kolmogorov-smirnov statistics are if significant (Asymp.sig) > 0.05 then the data is normally distributed.

Table 5. Normality Test

One-Sample Kolmogorov-Smirnov Test		
Unstandardized Residual		
N		100
Normal Parameter S ^{a,b}		,0000000
Parameter Std. Deviation		2,04015025
Most Extreme Differences		,081 ,062 ,081
Test Statistic		,081
Asymp. Sig. (2-tailed)		,104 ^c

Based on the table above, it shows that the value of Asymp.Sig. (2-tailed) is 0,104, which means it is greater than 0.05, from these results the data is normally distributed. So it can be obtained that the data tested is stated to be normally distributed and the normality assumption is met.

Multicollinearity Test

Multicollinearity test can be seen from the tolerance value and its opposite. In addition, it can also be seen from the variance inflation factor (VIF) value. This test aims to obtain regression data in which there is a high correlation between independent variables or not [4]

Table 6. Multicollinearity Test

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig	Standardized Coefficients	
	B	Std. error				Tolerance	VIF
Constant	10,287	3,108		3,31	,001		
				0			
TOTAL_SE	,632	,156	,309	4,06	,000	,572	1,749
TOTAL_EE	,751	,097	,588	7,734	,000	,572	1,749

a. Dependent Variable: TOTAL_EP

Shows that the tolerance value of the digital marketing variable and the

advertising effectiveness variable is 0,572. And the VIF value of the digital marketing variable and the advertising effectiveness variable is 1.749. From these results, the tolerance value is > 0.10 and the VIF value is < 10 . So it can be obtained that there is no multicollinearity between the independent variables in the regression model.

Heterocedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is inequality of variance and residuals from one observation to another. To see whether there is heteroscedasticity or not, you can use the Glejser test. Below are the results of the glejser test:

Table 7. Heterocedasticity Test

Model	Unstandardized Coefficients		Standardized Coefficient S	T	Sig.
	B	Std. Error			
(Constant)	3,014	1,904		1,583	,117
TOTAL_S	,082	,095	,114	,860	,392
E					
TOTAL_E	-,094	,060	-,208	-1,572	,119
E					

a. Dependent Variable: Abs_RES

Based on the results of the heteroscedasticity test, it is known that the significance value of the independent variable is greater than 0.05, so there are no symptoms of heteroscedasticity in the regression model. However, homoscedasticity occurs because good regression results in homoscedasticity.

Linearity Test

The linearity test aims to find out whether the model specifications used are correct or not [5]. The condition used is that the sig deviation from linearity value is > 0.05 , so the regression model is linear.

Table 8. Heterocedasticity Test Self Efficacy Linearity Test Results

ANOVA Table						
		Sum of Squares	D f	Mean Square	F	Sig .
Employee Performance	Betw een	(Combined)	642,221	8	80,27	11,37 ,00
ce * Self Efficacy	Grou ps	Linearity	618,289	1	618,2 89	87,60 ,00
		Deviation from Linearity	23,932	7	3,419	,484 ,84
						4
		Within Groups	642,219	9	7,057	
				1		
		Total	1284,44	9		

0	9
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The results of the self-efficacy linearity test obtained a sig value of $0.844 > 0.05$, which means that there is a significant linear relationship between the variables of self-efficacy and employee performance. And based on the F table value obtained at $2.112 < 0.484$, there is a significant linear relationship between the variables of self-efficacy and employee performance.

Table 9. Heterocedasticity Test Employee Engagement Linearity Test Results

ANOVA Table							
		Sum of Squares		Df	Mean Square	F	Sig.
Employee	Betw een	(Combined)	923,1 11	1 2	76,92 6	18,52 2	,000
Performance *	Groups	Linearity	802,2 73	1 73	802,2 73	193,1 69	,000
Employee		Deviation from	120,8 37	1 1	10,98 5	2,645	,006
Engagement		Linearity					
Employee	Within Groups		361,3 29	8 7	4,153		
Total			1284, 440	9 9			

The results of the employee engagement linearity test obtained a sig value of $0.06 > 0.05$, which means that there is a significant linear relationship between the employee engagement and employee performance variables. And based on the F table value obtained at $1.90 < 2.645$, there is a significant linear relationship between the employee engagement and employee performance variables.

Multiple Linear Regression Analysis

Regression analysis is a method that discusses the dependence of an independent variable on one or more independent variables. Below is a table of result of multiple linear regression analysis:

Table 10. Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	10,28 7	3,108		3,31 0	,001
SE	,632	,156	,309	4,06 2	,000
EE	,751	,097	,588	7,73 4	,000

a. Dependent Variable: EP

$$Y = a + b_1X_1 + b_2X_2 + e$$

$$Y = 10,287 + 0,632X_1 + 0,751X_2 + e$$

Based on the results on the regression equation, it can be interpreted as follows:

- Constant value (a)= 10,287. The constant value has a positive value. Shows that if there are no self efficacy and employee engagement variables, the employee performance variable will still be 10,287.
- Self efficacy (X1) = 0,632. The regression coefficient on the self efficacy variable (X1) has a positive value, meaning that self efficacy influences employee performance.
- Employee performance (X2) = 0,751. The regression coefficient on the employee engagement variable (X2) has a positive value, meaning that employee engagement influences employee performance.

Hypothesis Testing t Test (Partial Test)

The t test decision is made, namely if the significant value is $<0,05$ or $t \text{ count} > t \text{ table}$, then there is an influence between the independent variable and the dependent variable. The following are the results of the t test:

Table 11. Hypothesis Testing t Test

Model	Unstandardized Coefficients		Standardized Coefficients d	T	Sig.
	B	Std. Error			
(Constant)	10,287	3,108		3,310	,001
Self Efficacy	,632	,156	,309	4,062	,000
Employee Engagement	,751	,097	,588	7,734	,000

a. Dependent Variable: Employee Performance

The sig value of the self-efficacy variable is $0.000 < 0.005$ and the employee engagement variable value is $0.000 < 0.005$. Based on the t table calculation = 1.984, for the self efficacy variable the t value $> t \text{ table}$ is $4.062 > 1.984$ and for the employee engagement variable the t value $> t \text{ table}$ is $7.734 > 1.984$. Based on the calculated sig and t values, the following results are obtained:

H1: self efficacy influences employee performance.

H2: employee engagement influences employee performance.

F Test

The F test is used to determine whether there is a joint influence between the independent variables (self efficacy and employee engagement) on the dependent variable (employee performance). If the sig value is <0.05 and $F \text{ count} > F \text{ table}$ then it has an effect on the employee performance variable. The following are the results of the F test in this research:

Table 12. F Test

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	872,381	2	436,190	102,681	,000 ^b
Residual	412,059	97	4,248		

Total	1284,440	99
a. Dependent Variable: Employee Performance		
b. Predictors: (Constant), Employee Engagement, Self Efficacy		

Based on the sig value of 0.000 <0.05 and F count > F table of 102.681 > 3.089. So there is an influence between the variables self-efficacy and employee engagement on employee performance.

Coefficient of Determination (R^2)

The coefficient of determination (R^2) is used to test how much influence the independent variables (self efficacy and employee) have on the dependent variable (employee performance). The following is a table of coefficient of determination test results (R^2):

Table 13. Coefficient of Determination

Mod el	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,824 ^a	,679	,673	2,061
a. Predictors: (Constant), Employee Engagement, Self Efficacy				

Based on the table, it shows that the coefficient of determination (R^2) test results obtained an adjusted R square value of 0.673, which means that 67.3% of civil servant employee performance in Temanggung is influenced by self-efficacy and employee engagement variables, while the remaining 32.7% is influenced by other variables. not included in this study.

Discussion

This research uses three variables, namely self-efficacy, employee engagement and employee performance of civil servants in Temanggung, with the results as follows:

1. The Influence of Self Efficacy on Employee Performance

The results of the analysis show that self-efficacy has an influence on employee performance of civil servants in Temanggung. These results are proven by a significant value of 0.000 <0.05 and a calculated t value > t table of 4.062 > 1.984, meaning that there is an influence between self-efficacy and employee performance. The regression coefficient value for the self-efficacy variable is 0.632, which has a positive value, meaning that there is an influence between self-efficacy and employee performance. The results that influence self-efficacy on employee performance show that this research has sufficient evidence to explain that the self-efficacy variable influences the employee performance of civil servants in Temanggung.

2. The Influence of Employee Engagement on Employee Performance

The results of the analysis show that employee engagement has an influence on employee performance of civil servants in Temanggung. This is proven by a significance value of 0.000<0.05 and a calculated t value > t table of 7.734>1.984, meaning that there is an influence between employee engagement and employee performance. The regression coefficient value for the employee engagement variable of 0.751 has a positive value, meaning that there is an influence between employee engagement and employee performance. The results that influence employee engagement on employee performance show that this research has sufficient evidence to

explain that employee engagement variables influence employee performance of civil servants in Temanggung.

3. The Influence of Self Efficacy and Employee Engagement on Employee Performance

The results of the analysis show that self-efficacy has an influence on employee performance of civil servants in Temanggung. These results are proven by a significant value of $0.000 < 0.05$ and a calculated t value $> t$ table of $4.062 > 1.984$, meaning that there is an influence between self-efficacy and employee performance. The regression coefficient value for the self-efficacy variable is 0.632, which has a positive value, meaning that there is an influence between self-efficacy and employee performance. The results that influence self-efficacy on employee performance show that this research has sufficient evidence to explain that the self-efficacy variable influences the employee performance of civil servants in Temanggung.

The results of the analysis show that employee engagement has an influence on employee performance of civil servants in Temanggung. This is proven by a significance value of $0.000 < 0.05$ and a calculated t value $> t$ table of $7.734 > 1.984$, meaning that there is an influence between employee engagement and employee performance. The regression coefficient value for the employee engagement variable of 0.751 has a positive value, meaning that there is an influence between employee engagement and employee performance. The results that influence employee engagement on employee performance show that this research has sufficient evidence to explain that employee engagement variables influence employee performance of civil servants in Temanggung.

CONCLUSION

Based on the results of the analysis and discussion described in the previous chapter regarding the influence of self-efficacy and employee engagement on employee performance of civil servants in Temanggung, the following conclusions can be drawn:

1. The research results show that self-efficacy has a positive and significant effect on employee performance of civil servants in Temanggung.
2. The research results show that employee engagement has a positive and significant effect on employee performance of civil servants in Temanggung
3. The research results show that self-efficacy and employee engagement have a positive and significant effect on employee performance of civil servants in Temanggung

Suggestion

1. Based on the research results, it was found that self-efficacy and employee engagement had a positive and significant influence on employee performance of civil servants in Temanggung. This can be a consideration for the Temanggung Regency government in maintaining and increasing self-efficacy and employee engagement through programs such as increasing motivation and self-confidence as an effort to build strong relationships between civil servant employees in Temanggung so that their performance gets better and increases.

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2. Future researchers are expected to add other variables besides employee engagement, employee performance and self-efficacy or use different indicators to get new findings.

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