



## The Effect of Self Efficacy and Work Compensation on Employee Performance

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### ABSTRACT

The aim of this research is to overcome the influence of self-efficacy and work balance on employee performance at PT. Simultaneous South Tangerang City Investment Development. The method used is a quantitative method. The population was 62 respondents using the saturated side technique method with a sample of 62 respondents. Data analysis uses research instrument tests, classical assumption tests, descriptive tests, quantitative tests and hypothesis tests. The results of this research obtained the value of  $t_{count} > t_{table}$  or  $(3.116 > 2.0030)$ . this shows that there is a partially positive and significant influence between self-efficiency on employee performance at PT. South Tangerang City Investment Development. The resulting value of  $t_{count} > t_{table}$  or  $(3.940 > 2.0030)$  this shows that there is a partial positive and significant influence between work improvement on employee performance at PT. South Tangerang City Investment Development. The calculated F value  $> F_{table}$  or  $(8.140 > 3.153)$ , this shows that there is a simultaneous positive and significant influence of the variables of self-efficacy and work improvement on employee performance at PT. South Tangerang City Investment Development.

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## INTRODUCTION

Business development is very rapid in Indonesia. The development of changes ranging from technology, economics to population growth in Indonesia is increasing, so it requires individuals to be able to adapt to the environment and have both soft skills and hard skills. The success of a company lies in the performance of human resources, so that human resources have an important role in a company or organization. Human resource potential has assets and functions as capital (non-material or non-financial) in a business organization. This can be realized into real (real) physical and non-physical potential in realizing the company's existence. Work discipline is the key to the success of a company or organization with human resource policies in assisting work tasks. Work discipline is really needed by every employee, because it is a means to train the employee's personality so that they always show good performance. Discipline according to Hasibuan (2020:194) is a person's awareness and willingness to obey all company regulations and applicable social norms. PT Pembangunan Investasi Kota Tangsel still has many employees who do not obey the rules of arriving late and are often alpha. All these disciplinary problems will become additional material when conducting performance assessments.

According to Mangkunegara (2020:67) Employee performance is the level of achievement or results of a person's work from targets that must be achieved or tasks that must be achieved or tasks that must be carried out in accordance with their respective responsibilities within a certain period of time. Employee performance will always experience a decline in performance, if performance increases then success in achieving company goals becomes more open, but if performance decreases it can result in a loss of prestige in the eyes of society and a setback for the company. If performance does not comply with the standards (SOP) that have been set, then the company needs to re-arrange plans to improve performance, even the decline in performance can reach a point where the company cannot maintain its business. This needs to be paid attention to and studied.

Self-efficacy according to Menara Brown (2020:36), employees often have an impact or influence on the work and success of employees, becoming an individual's belief in their ability to carry out work and making the process capable. to complete the work to be achieved in accordance with the objectives. In this company, this is reflected in the low level of self-efficacy which affects employee performance.

Apart from Self-Efficacy, Compensation, according to Simamora (2020:445), states that compensation is a form of return in the form of finance, realized services and benefits received by employees as part of the employment relationship. Compensation is everything that the company gives to employees in exchange for the contributions that employees have made to the Company. Therefore, compensation is an important factor in being able to work more productively and with quality within the company. This is reflected in the level of work compensation which is still low, thus affecting employee performance.

PT Pembangunan Investasi South Tangerang City has problems based on pre-survey results, employee performance (Y), self-efficacy (X1) and work compensation (X2) are not optimal because there are still several statements that do not meet the targets set by the company. Researchers chose self-efficacy (X1) and work compensation (X2) as variables (X2) because they have an influence on performance (Y). The problems that have been obtained can affect employee performance at PT. South Tangerang City Investment Development (BUMD). Therefore, the title of this research is: **"The Effect Of Self Efficacy And Work Compensation On The Performance Of PT Pembangunan Investasi South Tangerang City"**.

## LITERATURE REVIEW

### Human Resource Management

Human resource management has specificities compared to management in general or other resource management sources because it is humans who are managed. So the success or failure of human resource management will have a very broad impact.

### Self Efficacy

Self-efficacy according to Menara Brown (2020:36), employees often have an impact or influence on the work and success of employees, becoming an individual's belief in their ability to carry out work and making the process capable. to complete the work to be achieved in accordance with the objectives.

### Work Compensation

Compensation, according to Simamora (2020:445), states that compensation is a form of return in the form of finance, realized services and benefits received by employees as part of the employment relationship. Compensation is everything that the company gives to employees in exchange for the contributions that employees have made to the Company.

## RESEARCH METHOD

The type of research used in this research is a quantitative associative approach. According to Sugiyono (2020:8), "quantitative methods are research methods that are based on the philosophy of positivism, the purpose of using this method is to conduct research on a certain population or sample by collecting data using research instruments." Meanwhile, the definition of associative according to Sugiyono (2020:57), "associative method is research that aims to determine the influence or relationship between two or more variables. Associative research has a higher level when compared to descriptive and comparative," further Sugiyono (2020:57 ) explains "with associative research a theory is built which functions to explain, predict and control a phenomenon.

According to Sugiyono (2020:13), "a research location is a scientific target to obtain data with a specific purpose and use about something objective. In this research the author took the research location at PT Pembangunan Investasi Kota South Tangerang on Jalan Parakan No.36, Pd. Benda, Pamulang District, South Tangerang City, Banten 15416. And The research time starts from September-November 2023, this research is carried out in stages starting from proposal preparation, proposal seminars, data processing and thesis preparation.

Population, According to Sugiyono (2020:215), "population is the number of generalized areas consisting of objects and characteristics determined by researchers and then conclusions are drawn". Meanwhile, according to Arikunto (2020:173), "the population is the entire research subject". From the definition above, it can be concluded that population is the overall characteristics or nature of subjects or objects that can be drawn as a sample. In the research, the population was employees of PT Pembangunan Kota Investasi South Tangerang, totaling 62 employees.

## RESULT AND DISCUSSION

### Validity Test

Based on the hail of instrument testing all questionnaire items of all variables are declared valid with a calculated r value greater than the rtabel value. Table r value all variables are reliable where the work. Self efficacy value  $0,895 > 0,600$ , Work Compensation  $0,923 > 0,600$ . Employee Performance value  $0,798 > 0,600$ .

### Test of Classical Assumptions

#### Normality Test

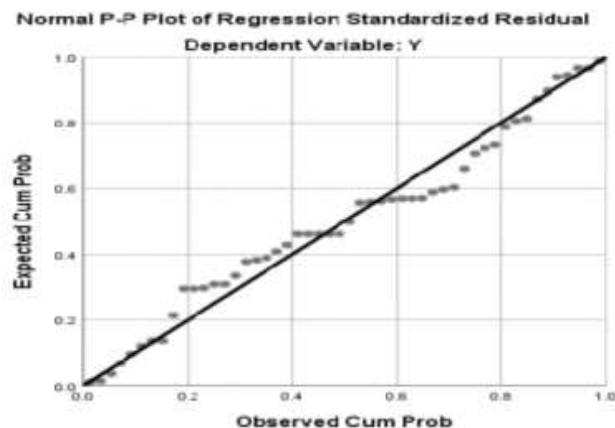


Figure 1 P-p Graph Plot Normality

The graphic image above shows the pattern of data distribution where in the form of dots or small circles spread following diagonal lines around the diagram. So it can be concluded that the probability plot graph shows a normal graphic pattern. Thus the normality test shows that the normality assumption is fulfilled

### Multicollinearity Test

Table 1 Multicollinearity Test

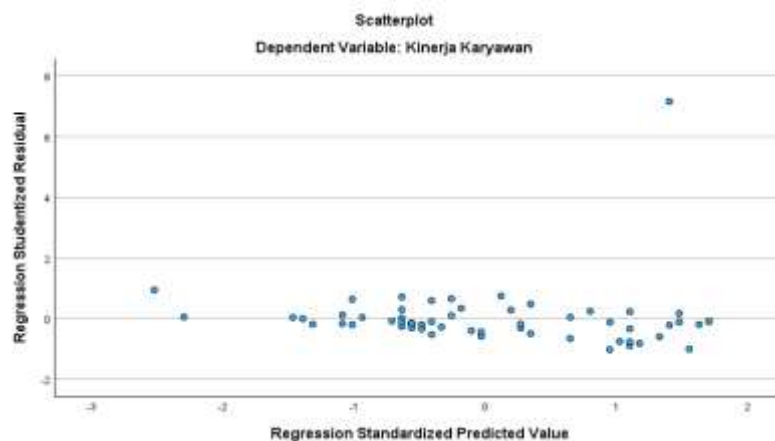
Model	Coefficients <sup>a</sup>					Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
	B	Std. Error	Beta				
(Constant)	7.103	10.560		.673	.504		
<i>Self Efficacy (X1)</i>	.284	.316	.136	.899	.372	.578	1.729
<i>Compensation(X2)</i>	.567	.235	.365	2.408	.019	.578	1.729

a. Dependent Variable: Work Performance (Y)

Source: Data diolah, 2024

Based on the results of the multicollinearity test above, the tolerance value for the self-efficacy variable is 0.578 and the large compensation value is 0.578, this value is less than 1, and the Variance Inflation Factor (VIF) value for the self-efficacy variable is 1,729 and the compensation variable is 1,729, this value is less than 10. Thus This regression model is stated to have no multicollinearity interference.

### Uji Hetersokedastisitas



**Figure 2 Scatter Plot Graph**

Based on the results of the image above, the points on the scatter plot graph do not have a clear distribution pattern or do not form a particular pattern. Thus, it is concluded that there is no heteroscedasticity interference in the regression model so that this regression model is suitable for use.

### Multiple Linear Regression Test

**Table 2 Results of Multiple Regression Testing for Self Efficacy Variables (X1) and Work**

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.103	10.560		.673	.504
	Self efficacy (X1)	.284	.316	.136	.899	.372
	Compensation (X2)	.567	.235	.365	2.408	.019

a. Dependent Variabel Employee Peerformance (Y).  
Compensation (X2) on Employee Performance (Y)

Based on the results of the analysis of regression calculations in the table above, the regression equation  $Y = 7.103 + 0.284 (X1) + 0.567 (X2)$  can be obtained. From the formulation above it can be concluded as follows:

Constant value of 7,103 means that if the variables self efficacy (X1) and compensation (X2) are not considered then employee performance (Y) will only be worth 7,103 points

Self-efficacy value (X1) of 0.284 means that if the constant remains and there is no change in the compensation variable (X2), then every 1 unit change in the self-efficacy variable (X1) will result in a change in employee performance (Y) of 0.284 points.

The compensation value (X2) of 0.567 means that if the constant remains and there is no change in the self-efficacy variable (X1), then every 1 unit change in the compensation variable (X2) will result in a change in employee performance (Y) of 0.567 points.

### Coefficient of Determination Test

**Table 3 Results of Simultaneous Determinant Coefficient Testing for Self Efficacy (X1) And Work Compensation (X2) on Employee Performance (Y)**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.794 <sup>a</sup>	.672	.618	7.270

a. Predictors: (Constant), Work Compensation (X2), Self Efficacy (X1)

Source: Processed data, 2024.

Based on the test results in the table above, the coefficient of determination value obtained is 0.672, so it can be concluded that the self-efficacy and compensation variables influence employee performance variables by 67.2% while the remainder is  $(100-67.2\%) = 32.8\%$  influenced by other factors that were not researched.

### F Test ( Simultaneous)

Based on the test results in the table above, the calculated F value > F table or  $(8,140 > 3.153)$  is obtained. This is also confirmed by the p value < sig.0.050 or  $(0.000 < 0.050)$ . Thus, Ho is rejected and H3 is accepted, this shows that there is a significant simultaneous influence between self-efficacy and compensation on employee performance.

### T test

#### The effect of labor Self Efficacy on employee performance

Based on the test results in the table above, the calculated t value > t table or  $(3.116 > 2.00030)$  is obtained. This is also confirmed by the p value < Sig. 0.050 or  $(0.000 < 0.050)$ . Thus, Ho is rejected and H1 is accepted, this shows that there is a significant influence between self-efficacy on employee performance.

#### The effect of labor work Compensation on employee performance

Based on the test results in the table above, the calculated t value > t table or  $(3.940 > 2.00030)$  is obtained. This is also reinforced by the p value < Sig 0.050 or  $(0.000 < 0.050)$ . Thus, Ha is rejected and Ha is accepted, this shows that there is a significant influence between compensation on employee performance



## CONCLUSION

Self efficacy has a significant effect on employee performance with the regression equation value  $Y = 17.066 + 0.572 (X1)$ . The correlation coefficient value obtained is 0.675, meaning that the two variables have a strong level of relationship. The value of determination or contribution of influence is 0.470 or 47.0%, while the remaining 53.0% is influenced by other factors. Hypothesis testing obtained a calculated t value  $> t$  table or  $(3.116 > 2.00030)$ . Thus,  $H_0$  is rejected and  $H_1$  is accepted, meaning that there is a significant influence of self-efficacy on employee performance.

Work Compensation has a significant effect on employee performance with the regression equation value  $Y = 13,735 + 0.704 (X2)$ . The correlation coefficient value obtained is 0.696, meaning that the two variables have a strong level of relationship. The value of determination or contribution of influence is 0.532 or 53.2%, while the remaining 46.8% is influenced by other factors. Hypothesis testing obtained t value  $> t$  table or  $(3.940 > 2.00030)$ , Thus  $H_0$  is rejected and  $H_2$  is accepted, meaning that there is a significant influence of compensation on employee performance.

Self-efficacy and compensation simultaneously have a significant effect on employee performance with the regression equation value  $Y = 7.103 + 0.284 (X1) + 0.567 (X2)$ . The correlation coefficient value between the independent variable and the dependent variable is 0.794, meaning it has a moderate relationship. The simultaneous determination coefficient value is 0.672 or 67.2% while the remaining 32.8% is influenced by other factors. Hypothesis testing obtained calculated F value  $> F$  table or  $(8.140 > 3.153)$ . Thus  $H_0$  is rejected and  $H_3$  is accepted. This means that there is a significant simultaneous influence between self-efficacy and compensation on employee performance.

## Suggestion

The weakest Self Efficacy statement is number 10, namely I can find solutions when experiencing problems at work which only got a score of 4.27. To become even better, companies must evaluate their employees so they can think critically to find solutions to problems to achieve company goals.

The weakest compensation statement is number 3, namely the salary or direct wages I receive according to the length of work, which only reaches a score of 4.03. To be even better, companies must increase wages for employees so that they are more enthusiastic about working and to provide rewards to their employees within the company.

The weakest statement of employee performance is number 10, namely in situations where employees are urgently willing to do work that is not their job for the sake of smooth company operations, which only achieves a score of 3.37. To make it even better, the company must provide direction to employees to help each other with their work tasks in order to achieve the goal of running the company smoothly.

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