



Employee performance: Self-efficacy and locus of control

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Article Info

Article history:

Received: Feb 10, 2023

Revision: Feb 17, 2023

Received: Mar 03, 2023

Keywords:

Employee performance;
Locus of Control;
Self Efficacy.

ABSTRACT

Employees are a very important asset in achieving organizational goals that have been set, therefore it is important to manage human resources in order to create good coordination between each work unit and department. The quality of human resources can be seen from how well individual employees perform in a company. There are several factors that can affect employee performance, including locus of control and self-efficacy. This study aims to examine the effect of locus of control on employee performance, examine the effect of self-efficacy on employee performance. Population in the Study This is intact employee Serve Environment and Fisheries in Purworejo Regency as many as 334 employees. The sampling technique in this study used a purposive technique sampling with the criteria of employees with civil servant status, namely 114 employees. Data collection using a questionnaire with alternative answer choices using a Likert scale that has been tested and has met the requirements of validity and reliability. Analysis tools used ie multiple linear regression. The results of data analysis show that locus of control has a positive effect And important for employee performance, self-efficacy influential positive And important to employee show.

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1. INTRODUCTION

In the current era of globalization, competition between businesses and organizations is becoming increasingly intense and aggressive. Due to the competition, businesses and organizations must continue to pay attention to consumer demands and wants and fulfill them in ways and with outcomes that are superior to those of their rivals. Because the firm is a human-driven institution, performance that is in accordance with expectations will arise from employee behavior that is suitable with proper work standards (Ary & Anak, 2019). Performance is a crucial component of human resources, according to (Fajriah, 2017).

Source Strength man Which owned by something agent government consists from employee status as employee country civil (PNS) And employee Which not status employee country civil. Employee country civil functions as an element of the state apparatus in charge of providing service to the community in a professional, honest, fair and equitable manner implementation of the tasks of the state, government, and development. Based on In this regard, civil servants must have a

positive attitude in order to be successful. Can take on assignments Healthy. A employee agent government must own notes show Which Good in the bring his job give serve to public.

(Pringgabayu, D., and Emilia, F 2018) defines that employee performance is what influences how much workers contribute to the company, which includes output quantity, output quality, workplace attendance and cooperative attitude. (Abdurrahman, et., al, 2019) stated that continuous improvement in employee performance will provide positive benefits for the company. (Abdurrahman, at., al, 2019) stated that positive results from continuously increasing employee performance levels can make the company continue to grow.

Fajriah (2017) argues that performance can be influenced by two factors, namely internal and external factors. One of the internal factors is self-efficacy. Meanwhile (Pulungan and Rivai, 2021) explains that performance can be influenced by one of them, namely locus of control.

Employee performance achievement can be influenced by factors that come from within the individual, namely self-efficacy. According to (Ary & Anak, 2019) Self-efficacy is an aspect of self-knowledge or self-knowledge that influences human daily life. Self-efficacy is the belief that individuals have in completing tasks or problems encountered in their work (Ary & Anak, 2019). (Nykänen et al., 2019) argues that self-efficacy can influence oneself to carry out certain tasks. According to (Aka & Gokhan, 2015) Self-efficacy is a person's belief in completing tasks with his own abilities. Self-efficacy will affect one's mindset, emotional reactions in completing work. Someone with a high level of self-efficacy is those who have confidence in their ability to get the job done well and on time, and are responsible for what they have done. (Ardanti & Edy, 2017) the behavior of employees with good self-efficacy always thinks positively and is goal oriented. If they need help, employees with good self-efficacy will seek real help, not emotional help. Whereas employees with poor self-efficacy only worry about problems and always think that their work will fail or will not be able to do their job properly.

In addition to Self-Efficacy which also affects employee performance which originates from within oneself, namely locus of control. According to (Pulungan and Rivai, 2021) locus of control is an action within a person in controlling himself related to success or failure. Every human being has the ability to control himself, both in determining good things, and in protecting himself from things that will have a bad impact (Pulungan and Rivai, 2021). (Ary & Anak, 2019) state that locus of control is a person's personality trait in interpreting success and failure experienced as coming from internal factors or external factors. (Karabay, et al. 2016) argues the extent to which people expect reinforcement or the outcome of their behavior to depend on their own behavior or personal characteristics versus the extent to which people expect reinforcement to be a function of chance, luck or fate, is under the control of others who strong, or unpredictable. Kesumawati, et al (2021) Someone who has an internal locus of control will definitely view the world as something predictable and personal habits contribute to it. Conversely, people who have an external locus of control will certainly see the world as something that cannot be anticipated. Moreover, in achieving a goal, personal habits will definitely not work in it. Locus of control is related to one's work attitude and self-image (Ary & Anak, 2019). Employees who have a high internal locus of control tend to be confident in their abilities to work (Abdurrahman, et al., 2019).

The Department of Environment and Fisheries of Purworejo Regency is an object that become focus in the Study This. According to Purworejo Regent Regulation Number 73 of 2016, the office Environment County Life Purworejo has the task of assisting the regent in carrying out governmental affairs in the environmental sector which are the authority of the region and the assistance tasks given to the sub-district which include environmental management, pollution control and environmental preservation and cleanliness and first. The functions carried out by the Department of Environment and Fisheries of Purworejo Regency include formulating technical policies, administering permits and public services, coordinating activities and technical cooperation with other parties, and carrying out other official duties.

According to the Head of the General Affairs and Personnel Sub-Division where employee performance is still not optimal because there are still employees who need supervision or assistance

from superiors in carrying out certain tasks. Employee self-efficacy is still low because of a lack of confidence to complete certain tasks, especially difficult tasks such as employees in the planning section because this section does have quite difficult tasks such as financial planning and other planning. Furthermore, employees are more likely to have an external locus of control, marked by their belief that what happens to them is caused by the control of outside forces. This can be seen by the low level of employee collaboration initiatives with colleagues.

H₁: locus of control has a positive effect on performance.

Hypothesis 1 (H₁) locus of control indicates that individuals differently perceive their own typical level of self-control over events and situations (Malik, et al., 2014). (Tewal, et., al., 2017) locus of control is a personality characteristic that describes people who think that control of their lives comes from within themselves. Locus of control is associated with positive work-related outcomes (Galvin et al., 2018). According to Kreitner and Kinicki (2003) in (Wahyuni, et., al., 2016) individuals who have an internal locus of control show greater motivation, like competitive things, like to work hard, feel pressed for time and want to always try to be better than before so that it leads to higher achievement. Research (Isnanto, et., al., 2020), (Wahyuni, & Rosmida, 2017) and (Subroto., 2017) state that locus of control has a positive and significant effect on employee performance.

H₂: self-efficacy has a positive effect on performance

Hypothesis 2 (H₂) (Alwisol, 2009) argues that self-efficacy is self-assessment, whether it can perform good or bad actions, whether or not it can do what is required. Self-efficacy is a person's personal ability that cannot be ignored in improving individual performance because self-efficacy has a role in influencing individual performance (Fattah, 2017). Individuals who have high self-efficacy feel confident in their abilities and performance (Gibsons, et., al., 2016) Research conducted by (Ardanti & Rahardja, 2017), (Ary & Anak, 2019) and (Pulungan & Rivai, 2021). shows that self-efficacy has a positive and significant effect on employee performance.

2. RESEARCH METHODS

This study uses a quantitative approach and survey methods. Study quantitative Can interpreted as method Study Which based on the philosophy of positivism used for research on population or Sample certain collection data use instrument research, data analysis is quantitative or statistical with the aim test hypothesis Which own arrange (Sugiyono, 2019). Based on (Sugiyono, 2019) method survey used For get data from place Certain Which experience (no false), But researcher Do treatment in data collection for example by distributing questionnaires, test, interview arranged. This research was conducted at the Department of Environment and Fisheries, Purworejo Regency.

Population Which used on research This is employee Environmental Services Life and Fisheries Area Purworejo as much 344 employee. Study This sampling with purposive technique sampling. Based on (Sugiyono, 2019), aim example is technique determination Sample with consideration Certain. Consideration election Sample on research this is an employee of the Department of Environment and Fisheries of Purworejo Regency with status as government officials Civil servants with a total of 114 employees. technique collection data Which used in this study is by using a questionnaire (questionnaire). Technique evaluation a list of questions use method Likert Which consists of five answer choices. Measurement accuracy and consistency statement in the a list of questions Finished with use test validity And reliability. The data analysis technique uses multiple linear regression analysis.

3. RESULTS AND DISCUSSION

3.1. Data validity and reliability test results.

Validity test results are processed, where if an item statement is said to be valid if it has a Pearson correlation value exceeds 0.3 (Sugiyono, 2019), can be seen in following table:

Table 1. Results Test validity

Variable	Items statement	Pearsons Correlation	R min
Locus of Control (X ₁)	X _{1.1}	0.817	0.3
	X _{1.2}	0.943	
	X _{1.3}	0.916	
	X _{1.4}	0.943	
Self-Efficacy (X ₂)	X _{2.1}	0.818	0.3
	X _{2.2}	0.943	
	X _{2.3}	0.915	
Employee performance (Y)	Y ₁	0.709	0.3
	Y ₂	0.741	
	Y ₃	0.755	
	Y ₄	0.781	
	Y ₅	0.760	
	Y ₆	0.848	
	Y ₇	0.688	
	Y ₈	0.546	
	Y ₉	0.682	
	Y ₁₀	0.467	
	Y ₁₁	0.618	
	Y ₁₂	0.597	

Source : data primary processed (2022)

Table 1 shows the results of the validity test that value Based on the results of the validity test above, it is known that the Pearson correlation value of the statement items is positive and more than 0.3 so it can be concluded that the instrument is valid. This can be interpreted that the statement items in the questionnaire are accurate in measuring the constructs or research variables, so they can be used in further research data collection.

Reliability test is a tool for measuring a questionnaire which is an indicator of a variable or construct. The criterion used is by looking at the value of Cronbach Alpha (α). A construct or variable is said to be reliable if it gives a Cronbach Alpha value > 0.70 (Nunnally dalam (Ghozali, 2018)).

Table 2. Results Test Reliability

Variable	Items Statement	Cronbach Alpha		Reliability Value Limit
		Per Items	Per Variable	
Locus of Control (X ₁)	X _{1.1}	0.970	0.930	0.7
	X _{1.2}	0.872		
	X _{1.3}	0.906		
	X _{1.4}	0.872		
Self Efficacy (X ₂)	X _{2.1}	0.928	0.872	0.7
	X _{2.2}	0.731		
	X _{2.3}	0.771		
Employee performance (Y)	Y ₁	0.879	0.890	0.7
	Y ₂	0.878		
	Y ₃	0.876		
	Y ₄	0.875		
	Y ₅	0.877		
	Y ₆	0.870		
	Y ₇	0.883		
	Y ₈	0.885		
	Y ₉	0.881		
	Y ₁₀	0.893		
	Y ₁₁	0.885		
	Y ₁₂	0.886		

Source : data primary processed (2022)

Based on the results of the reliability test above, all locus of control X₁ variable items have a value of 0.930. The reliability value of the self-efficacy variable is the X₂ value of 0.872. Employee performance value of 0.890. Based on all statements, the Cronbach Alpha value is more than 0.7,

so it can be concluded that the instrument is reliable. This shows that the statement items in the questionnaire are consistent for measuring constructs or research variables, so they can be used in data collection in further research.

3. 2. Multiple linear regression test results

Multiple linear regression analysis is used to assess the extent to which the influence of independent variables includes Locus of control, Self Efficacy on the dependent variable, namely performance. The results of the analysis are described as follows:

Table 3. Results Test Regression Multiple Linear

Variable	Standard CoefficientBeta (ß)	Meaning (p-value)	Information
Locus of control (X_1)	0.508	0.000	Positive and Significant
Self Efficacy (X_2)	0.500	0.000	Positive and Significant

Source : data primary processed (2022)

The regression equation obtained is as follows:

$$\text{Employees: } 0.508 \text{ Locus Of Control} + 0.500 \text{ Self-Efficacy}$$

With the following interpretation:

$b_1 = 0.508$ the regression coefficient of the locus of control variable (X_1) is positive, meaning that the locus of control has a positive effect on employee performance (Y). These results indicate that the greater the locus of control experienced by employees of the Department of Environment and Fisheries of Purworejo Regency, the employee will complete his duties and responsibilities optimally towards his work.

$b_2 = 0.645$ the regression coefficient of the variable self efficacy (X_2) is positive, meaning that self efficacy has a positive effect on employee performance (Y). These results indicate that the better the self-efficacy of the employees of the Department of Environment and Fisheries of Purworejo Regency in every organizational activity, the performance of their employees will improve.

The results obtained from each independent variable with the dependent variable are significant. The independent variable has a significant effect on the dependent if the p-value < 0.05. thus, the results obtained indicate that the locus of control variable has a p-value = 0.000 < 0.05 where the locus of control variable has a significant effect on employee performance. the self-efficacy variable on employee performance with a p-value = 0.000 < 0.05 where the self-efficacy variable has a significant effect on employee performance.

3. 3. Discussion

H_1 = There is a positive and significant influence of locus of control on employee performance.

Based on the results of the regression analysis in table 9, it can be seen that the regression coefficient value between locus of control variables on performance is 0.508 with a significance level of 0.000 (p-value < 0.05). These results indicate that locus of control has a positive and significant effect on the performance of Perumda Water Drinking Tirta Perwitasari Purworejo employees. The positive effect can be seen from the value of the regression coefficient which is positive and significant, it can be seen from the p-value which is smaller than 0.05. Based on this, the first hypothesis (H_1) in this research was accepted because it was proven that there was a positive and significant influence of locus of control variables on performance.

Acceptance of the first hypothesis in this study indicates that the better the level of locus of control in an employee will make him believe that they are fully self-regulating, they are the determinants of their own destiny and have personal responsibility for what happens to them. Employees will work well because they believe that this is due to their own efforts or skills, which will result in good performance. The results of this study are in line with the theory put forward by

(Ivancevich, et., al., 2007) which states that someone with an internal locus of control believes that their work behavior will affect outcomes such as performance.

Acceptance of the first hypothesis in this study is in accordance with the results of previous research conducted by (Isnanto, et., al., 2020), (Wahyuni & Rosmida, 2017) and (Subroto, 2017) which state that locus of control has a positive and significant effect on employee performance.

H₂ = There is a positive and significant effect of self-efficacy on employee performance.

Based on the results of the regression analysis, it is known that the value of the regression coefficient between self-efficacy variables on performance is 0.500 with a significance level of 0.000 (p value <0.05). These results indicate that self-efficacy has a positive and significant effect on the performance of civil servants at the Department of Environment and Fisheries in Purworejo Regency. The positive effect can be seen from the value of the regression coefficient which is positive and significant, it can be seen from the p value which is smaller than 0.05. Based on this, the first hypothesis (H₁) in this study was accepted because it was proven that there was a positive and significant effect of self-efficacy variables on performance.

Acceptance of the first hypothesis in this study indicates that the higher the level of confidence of civil servants in the Department of Environment and Fisheries of Purworejo Regency regarding their ability to perform tasks can improve their performance. The results of the study are in line with the theory put forward by (Fatta, 2017) which states that self-efficacy is a person's personal ability that cannot be ignored in improving individual performance because self-efficacy has a role in influencing individual performance.

The results of this study are in accordance with the results of previous studies conducted by (Ardanti & Rahardja, 2017), (Ary & Anak, 2019) and (Pulungan & Rivai, 2021) which show that self-efficacy has a positive and significant effect on employee performance.

4. CONCLUSION

The results of this study found that locus of control has a positive and significant effect on employee performance, and self-efficacy has a positive and significant effect on employee performance. This study has limited research data, therefore it is hoped that further researchers can add variables that can affect employee performance including; variable work environment, wages, discipline, and loyalty. It is hoped that with this research at the Environmental and Fisheries Service of Purworejo Regency it can be input to improve existing performance, and can improve locus of control and self-efficacy of its employees so that what the organization's goals can be achieved.

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