THE EFFECT OF SELF EFFICACY AND ABILITY TO UNDERSTAND THE JOB TOWARD EMPLOYEE PERFORMANCE

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ABSTRACT

The company expects the employees to give the best performance to attain the company’s objective. The employees must adapt with the company’s objective, so that the employees’ performance may give advantages or may be appropriate and support the company to attain its goal. Human factor is a main capital that is necessary to take into consideration by the businessmen and the company’s management, and in view of human being has complex and very complicated spirit to be understood since it is different from engine and other work equipments. The research to be conducted with direct survey to the company is to know the influence of self-efficacy and ability to understand the occupation against employees’ performance that takes place in such company. This research will be conducted by applying descriptive research plan. Data obtained from the results of questionnaire distribution is given scores and analyzed by applying statistical test. Data Analysis method which is then applied in this research is correlative and regressive method, namely with simple correlation to determine whether there is relation or not of each variable, simple regression to determine contribution trend of each variable. The employee’s performance is influenced by inter alia: self-efficacy and ability to understand the occupation. The higher self-efficacy then the higher performance being produced by the employees is. The higher the employee’s ability in understanding his/her occupation, then the higher performance being produced by the employee is. Self-efficacy provides positive influence significantly against employees’ performance. Ability to understand the occupation also gives positive contribution significantly to employees’ performance.

Keywords: Ability to understand the job, employee performance, self efficacy.
INTRODUCTION

The labor market is very tight causing companies with highly selective choices in deciding a person to become employees (Mathis RL & Jackson JH, 2002). The ability to perform his work is known as self-efficacy. Self-efficacy is meant that more leads about the person who has the ability to perform physical activities aimed to achieve a goal, and cause a person to perform an important action on the basis of competence, knowledge and capabilities (Bandura, 1986). Murray (1999), suggests that self efficacy affect one’s work and career choices. Another important thing is stated by McCormick (1987), that self-efficacy and confidence are the main topics in leadership and is closely related to one’s behavior when it should lead. Personality is a unique mixture of characteristics of employees, which affects the interaction with the environment. Currently known as the big five personality traits, which is a common trait that is useful to measure the success of the training and job performance of employees. Five of those expressed by Mathis R.L. & Jackson JH (2002), are: (1) Emotional stability: this is the extent to which employees do not suffer from mental illness, depression, anger, fear, and insecurity, (2) Extroversion: to socialize, like hanging out, people who like including people who speak openly, (3) Agreeableness: those who cooperate, are good, good-hearted, tolerant, and trust, friendly, (4) Openness / Experience: This describes a flexible person in mind, and open to new ideas, liberal-minded, curious, and original, (5) Conscientiousness: this is the extent to which employees are achievement-oriented person, be careful, industrious, orderly, and responsible.

Employees in assessing a job that was different depending on the meaning of a work that to follow. To achieve the goal of PT.GMT accordance with the vision and mission PT.GMT, it is necessary to obtain the support of all employees. Support from all affected employees with the ability and the meaning of the work referred to the employee concerned. Problems that would be traced and answered in this study was formulated as follows: (1) Is self-efficacy affect employee performance PT.GMT?. (2) Is the ability to interpret a work affects employee performance PT.GMT?. (3) Which of self efficacy and ability to interpret the most important jobs affect employee performance PT.GMT?. The purpose of this study are: (1) To investigate the influence of self efficacy on the performance of employees on limited company PT.GMT, (2) To assess the effect of the ability to interpret the work performance of employees on limited company PT.GMT, (3) To determine the effect Which most important of self efficacy and ability to interpret the work on the performance of employees on limited company PT.GMT.

In this study, because of time constraints, ability and effort, the authors limit the research only on self efficacy variable, the meaning of work, as factors that affect employee performance, which conducted research in PT.GMT limited company, and thus results This research does not apply in general, but only limited to a limited company in question.
Understanding Self-Efficacy

The ability to perform his work is known as self-efficacy. Self-efficacy is meant that more leads about the person who has the ability to perform physical activities aimed to achieve a goal, and cause a person to perform an important action on the basis of competence, knowledge and capabilities (Bandura, 1986).

Efforts to improve the Self Efficacy

Robbins (2003) mentions that the ability of an individual’s capacity to do various tasks in a job, according to the intellectual. While the ability according to Dessler (2003) is a person’s competence in aspects of leadership, planning, decision making, and organizing. Kreitner and Kinichi (2001) argues that the ability is a stable characteristic related to the maximum physical and mental ability of a person. Ability or competence to have a lot of sense, each of which highlights a different aspect and emphasis. The definition proposed competencies of each party is different, however, basically there is a general agreement about the elements of competence consisting of knowledge (knowledge), skills (skills), and behavior (attributes).

Understanding Capability meaning for Jobs.

As revealed by Riva (2005), that employee performance is a matter that is very important in the company’s efforts to achieve its objectives, and hence the performance is an indicator of quality human resources. There are five main characteristics of the ability to interpret the work, which in turn will affect the individual performance of employees, namely: (1) Motif (Motives), which is something a person thinks or wants a consistent basis and the impetus to make it happen in the form of actions. Marshall (2003) also said that the motive is the thoughts and unconscious preferences that drive behavior is the source satisfaction. Motivation encourages, directs, and choose actions or behaviors toward a specific goal, (2) Character (traits), which is characteristic of one’s mental and consistency of responses to stimuli, pressure, circumstances or information.

Understanding Employee Performance

Performance in major Indonesian dictionary says that the performance are: (1) Something that is achieved, (2) Demonstrated achievement, (3) Working ability. Employee performance is a very important thing in business organization to achieve its goals, so that various activities should be done to improve the organization. Rival (2005) argues that performance is the result or the person’s overall success rate for a certain period in performing the task compared with the various possibilities, such as standard work, targets, or goals or criteria that have been determined in advance and have been agreed.

According to Dessler (2005), that the High Performance work systems (high performance work system) is a decision rule and human resource policies that maximize the competence, commitment and abilities of employees. Planning performance (performance planning) formulated by Bacal
(2001) as a process in which employees and managers work together to determine what should be done by employees in the next year and what is called the performance a success. What is important from the performance plan are: (a) Identification of the assistance provided by the manager, (b) Identify barriers to achieving goals and how to overcome them, (c) Develop mutual understanding of job duties are important (priority) and the level of authority.

Factors Affecting Performance

According to Boulter et al. (2000), the level of competence are as follows: Skill, Knowledge, Self-Role, Self-Image, Trait and Motive. According Mangkunegara (2002), factors affecting performance is the factor of ability (ability) and motivation factors (motivation). Rashid (2002), in his research on 202-company managers in leading companies in Malaysia found that there was a significant difference between the type of organizational culture with performance in these companies. Rashid also added that this type of organizational culture to make the organization with outstanding performance.

Performance standards

Armstrong (1998) stated that performance measures should consider the following: (1) The size should be associated with the outcome, rather than business, (2) Results must be under the control of workers, (3) Data should be available for the size, (4) The size of the existing used or adapted elsewhere if possible.

The use of performance appraisal systems for employees

Some literature that describes the human resources mentioned that the performance appraisal with a variety of designation, such as performance appraisal, personnel assessment, employee evaluation, merit rating, efficiency rating or the rating service (Mangkunegara, 2002), which in principle is a way of measuring the contributions of individuals within the agency made to the company. The importance of appraisal of performance appraisal is related to determining the level of individual contribution or performance expressed in the completion of the tasks into training while also satisfying answer. Deeper understanding of valuation methods proposed by Siagian (2006), which suggests that there are eight methods of performance appraisal:

1. Rating Scale/scale ratings, the evaluation is only based on the opinions of appraisers, who compared the work of employees with the criteria that are considered essential for execution of work. This method really is subjective.
2. Checklist, which was intended by this method is to reduce the assessment burden. Appraisers just choose the sentences or words that describe the performance of employees.
3. Metode directional choices. This method contains a series of statements, both positive and negative about the employee being assessed.
4. Metode critical incidents. What is meant by critical incident is a specific event that occurred within the framework of implementation of the tasks an employee who described the behavior of those employees, whether positive or negative nature. In order for this method is useful for organizations and employees are assessed, assessors must continuously record the various incidents that occurred.
5. Ratings scale are associated with behavior. This method is a way of rating employees’ performance for a certain period of time in the past by linking job performance rating scale with a certain behavior.

6. Metode field evaluation. Use this method puts the primary responsibility for assessing the valuation experts in charge of personnel section. This means that experts also went to the field to assess the work performance of employees.

7. Tes and observation, which means that employees who are judged tested for its ability, either through a written exam which involves various things such as the level of knowledge about the procedures and working mechanisms that have been established and must be adhered to or through a practical examination directly observed by the evaluator.

8. Pendekatan-comparative approaches. This method prioritizes the benchmarking performance of an employee with other employees who carry out similar activities.

Rival (2004) assessment of performance (performance appraisal), is basically a process that companies use to evaluate job performance, if done right, this will provide important benefits to employees, supervisors, Human Resources department, or company, Supervisors and managers should evaluate performance to determine what action will be taken, specific feedback to enable them to career planning (Career planning), training and development (training and development), the increasing salary (pay increases), promotions and other placements decisions. Nawawi (2001) to identify performance indicators as follows: (1) Quality of performance, (2) Quality, (3) job characteristics model According to Robbins (2000) model of job characteristics can be estimated in the five core job dimensions, which are defined as follows: a. Various of skills, b. Identity tasks, c. Important task, d. Autonomy, e. feedback According to Omar (2002), identify the performance indicators as follows: (1) Quality of work, (2) Employee initiatives are able to develop the mind and carry out a given job without orders from superiors, (3) Work ethic, (4) Cooperation, (5) Knowledge about the work, (6) Responsibility, (7) Utilization of time in accordance with the time whether the company planned to complete the tasks assigned to employees.

Previous research on the correlation between the three needs (need for achievement, need affiliation, and power requirements) with the performance concluded that the skill is very helpful to understand the situation of employees in making decisions in an effective behavior, and sustain the performance that explains that self-efficacy as mediator on the correlation of motivation with performance), which shows that the correlation between achievement motivation with performance, with a probability value less than 0.02. While the value for the variable organizational commitment coefficient of 0.352. So in the previous study described that the variable of achievement motivation significantly influence the performance of employees against the company.

Analyzes the influence of self efficacy, the ability to interpret the work, the performance of employees can be seen in Figure 1 below:
Hypothesis Development

H1: Self-efficacy influence on employee performance
H2: The ability to interpret the work of significant effect on employee performance.
H3: Self-efficacy and ability to interpret work jointly affect employee performance.

METHODS

The design of this research by conducting surveys directly to the company to determine the effect of self efficacy and ability to interpret the work on the performance of employees, who happens to company. The research design used in this study is correlation research (correlation research). Self-efficacy was measured using 10 statements, the ability to interpret the work is measured using 41 statements, and employee performance consists of 7 dimensions of cooperation, knowledge about the work, responsibilities, time utilization, quality of work, initiative and work ethic. The research method used in this research is survey research, where information collected from respondents with using questionnaire (Singarimbun and Effendi, 1995). The sampling method used in this study was purposive sampling, samples are PT.GMT Determination of the number of employees in the sample using the Slovin formula (1960) so that the total sample used by as many as 56 people employees. Data collection techniques used is to use the questionnaire / list of questions, which is a technique of data collection through a number of written questions posed to the employees of PT. GMT. Validity test. From each indicator of each variable has a significance level below the alpha value of 0.05, so declared invalid. Reliability Test. From each indicator of each variable has a value cronbach alpha > 0.6, so that otherwise reliable. The method used for hypothesis testing is the technique of regression analysis (linear regression).
RESULTS AND DISCUSSIONS

Analysis of Effect of Self Efficacy Against Employee Performance.

From table 1, the value of the coefficient of self efficacy with indigo t statistic 1.465 2.796 and 0.007 probability smaller than 0.05 means the self efficacy of alpha provide a positive and significant impact on performance. The test results with the t test can be seen in the table below.

Table 1: t Test

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>β</td>
<td>Std. error</td>
<td>β</td>
<td></td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>150,028</td>
<td>18,197</td>
<td>8.245</td>
<td>0.000</td>
</tr>
<tr>
<td>Self Efficacy</td>
<td>1,465</td>
<td>.524</td>
<td>0.345</td>
<td></td>
</tr>
</tbody>
</table>

a. Dependent variable: Employee Performance

Influence Analysis Capability meaning for Work Against Employee Performance

From table 2, the value of the coefficient of 0.425 with the ability to interpret the work of indigo t statistic 2.169 and 0.034 probability smaller than 0.05 means the ability to interpret the alpha job providing a positive and significant impact on performance. The test results with the t test can be seen in the table below.

Table 2: t Test

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>β</td>
<td>Std. error</td>
<td>β</td>
<td></td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>145,134</td>
<td>25,586</td>
<td>5.672</td>
<td>0.000</td>
</tr>
<tr>
<td>Ability to Interp</td>
<td>0,425</td>
<td>0,198</td>
<td>0.274</td>
<td></td>
</tr>
</tbody>
</table>

a. Dependent variable: Employee Performance

Analysis of Effect of Self Efficacy And Ability To Work meaning for Employee Performance.

Analysis of the influence of self efficacy and ability to interpret the work of the employee’s performance is done by multiple linear regression analysis or regression. Results of multiple regression analysis of self-efficacy and ability to interpret the work of the employee’s performance is as follows:

Table 3 : Model Summary

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. error of the estimated</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0.440*</td>
<td>0.194</td>
<td>0.166</td>
<td>21.37459</td>
</tr>
</tbody>
</table>
To test the significance of the influence of self efficacy and ability to interpret the work on the performance of employees, then performed with ANOVA results are shown in the table below.

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of square</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>6259.958</td>
<td>2</td>
<td>3129.979</td>
<td>6.851</td>
<td>0.002</td>
</tr>
<tr>
<td>Residual</td>
<td>26041.775</td>
<td>57</td>
<td>456.873</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>32301.733</td>
<td>59</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Based on table 4, it is known that the F value of 6.851 with sig (2 tailed) of 0.002. This value is less than 0.05 which means that jointly self efficacy and ability to interpret the work of significant effect on employee performance.

Testing is partially from the influence of each variable: self efficacy and ability to interpret the work of the employee’s performance can be seen from the results of t test as follows:

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficient</th>
<th>Standardized coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>94.884</td>
<td>29.687</td>
<td>3.196</td>
<td>0.002</td>
</tr>
<tr>
<td>Self Efficacy</td>
<td>1.466</td>
<td>0.506</td>
<td>2.898</td>
<td>0.005</td>
</tr>
<tr>
<td>Ability to Interpret</td>
<td>0.425</td>
<td>0.185</td>
<td>2.304</td>
<td>0.025</td>
</tr>
</tbody>
</table>

The test results show the value of t test of significance of regression coefficients for both the independent variable self-efficacy and ability to interpret the work of each amounting to 0.005 and 0.025 less than 0.05. This shows that both together - together or individually, self efficacy and ability to interpret the work of significant effect on employee performance.

CONCLUSION

From the results of research and discussion, it can be deduced as follows:
1. Self efficacy is significantly positive influence on employee performance PT.GMT. Thus it can be said that the better self-efficacy of employees, the higher the employee performance PT.GMT.
2. Ability to interpret the work also positively contribute significantly to the performance of employees PT.GMT.
3. Self efficacy and ability to interpret work together to provide a significant positive influence on employee performance PT.GMT. Self-efficacy and ability to interpret the work of contributing to employee performance.

The advice can be given, as follows:
1. For further improve the performance of employees, so employees can best contribute to the com-
pany, should the company may consider basing the assessment of employees with self-efficacy and also the ability to interpret the work.

2. Perusahaan must cultivate and train the sharpness of its employees, by providing opportunities for employees to attend education, training, and other activities, which can sharpen self efficacy, and also the ability to interpret the work. So companies not only receive state of the employee, but try to train for employees to have talent so expect employees to give the best contribution to the company.

REFERENCES


