



The Influence of Self Efficacy and Job Satisfaction on Employee Performance in HR Management PT Mitra Adiperkasa

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ABSTRACT

In order to better understand the impact of self-efficacy on PT Mitra Adiperkasa employees' performance, as well as the ways in which work satisfaction and self-efficacy interact with one another, this research will examine both variables alone and in combination. Topics addressed by this study's quantitative approaches include descriptive data analysis, causation, and the use of primers derived from surveys given to PT Mitra Adiperkasa's HR Management staff. Saturated sampling, in which 62 people are chosen at random from the whole population, was used for the sampling process. This study makes use of multiple linear regression as its method of data analysis. Both self-efficacy and work satisfaction are deemed positive by descriptive study. Simultaneous hypothesis testing, however, found that both self-efficacy and work satisfaction had an effect on productivity. Employee performance is partly influenced by the self-efficacy variable, according to this study's findings. The coefficient of determination shows that self-efficacy and work satisfaction account for 35.7% (or 0.357) of the variance in employee performance. At the same time, variables not included in the analysis account for 64.3% of the variance in employee performance.

INTRODUCTION

PT Mitra Adiperkasa, is one of the companies operating in a particular sector, which of course also has the same challenges as managing human resources to achieve good performance. Employees' sense of self-efficacy and contentment with their work environment are two important aspects that might influence their performance in this setting. The confidence an individual has in his or her own capacity to successfully complete a certain activity is known as self-efficacy (Anugrah, 2022). At the same time, an individual's overall attitude towards their employment is known as job satisfaction. One definition of job satisfaction is "the degree to which an individual experiences, as a result of his or her involvement in, and performance in, the performance of tasks associated with, and directly related to the performance of one's job" (Nabawi, 2019). But there is a lack of knowledge and research on how self-efficacy and work satisfaction affect performance, particularly at PT Mitra AdiPerkasa. Consequently, the connection between self-efficacy, job satisfaction, and performance in the workplace will be investigated further in the next sections of this study.

Self efficacy is a person's belief in their ability to control their own activities and events in their environment (Pratiwi & Hayati, 2021). Positive beliefs in action inevitably bring out a person's development potential, so self-confidence is a very important requirement along with intelligence and experience. Self-confidence not only increases potential but also improves performance in various jobs. Self Efficacy refers to one's ability to complete a task, but it also refers to one's ability to improve achievement. Having strong self-efficacy is very important to reduce the anxiety that is being faced, so that with good self-efficacy it can improve achievement (Helsa & Lidiawati, 2021). To fulfill self efficacy in the company, there are variables, namely, job rosters and training.

The following is a list of names of positions at PT Mitra Adiperkasa, related to positions from year to year has not changed, remains the same.

Table 1 List of Position Names of PT Mitra Adiperkasa

No	Name Position
1	President Commissioner
2	Commissioner
3	Independent Commissioner
4	President Director
5	Director
6	General Manager
7	Internal Audit
8	Corporate Secretary

Source: PT Mitra AdiPerkasa

In addition to the list of job titles, there are also trainings for the development of PT Mitra AdiPerkasa HR Management employees.

Table 2 Training at PT Mitra Adiperkasa

No	Name of Training Activity	Description
1	Quality Training for the Community	The Company believes that knowledge should be shared - MAP Retail Academy provides training to external parties to strengthen the Indonesian Retail Industry.
2	MAP RETAIL ACADEMY.	The company provides many training opportunities to assist employees in developing their skills and careers.

Source: PT Mitra AdiPerkasa

In table 2 Training Activities Table, there are 2 activities that PT Mitra Adiperkasa has provided to its employees, namely quality training for the community, in which PT Mitra Adiperkasa intends to strengthen the Indonesian retail industry. Then there is the MAP Retail Academy, which is a training program that aims to assist employees in developing the skills and careers of all employees. Hasibuan (2009) says that " When an employee is happy and fulfilled in his work, it shows in his attitude and demeanor. workplace satisfaction is associated with a number of factors, including discipline, performance, and morale on the workplace." PT Mitra AdiPerkasa provides a policy that all positions get the same rights, namely salary, overtime pay, transportation allowance, meal allowance, position allowance, holiday allowance, health allowance, old age allowance, and employment and accident allowance. But here the only difference is in the nominal, related to the nominal that is obtained it is confidential and not allowed to arbitrarily know about the nominal given by the company to its employees. PT Mitra AdiPerkasa has also received awards because of its hard work, PT Mitra AdiPerkasa can get various awards. These awards include:

Table 3 Company Awards

No	Award	Year
1.	Analysts Favourite In The Consumer Cyclical Sector -CSA Institute-	2022
2.	Best Business Entity -BPJS Ketenagakerjaan- 2022	2022
3.	Rise in the Year of Change (Retail Category) -Bisnis Indonesia- 2022	2022
4.	As the 25 Best Sellers with the Highest Growth (Fashion Category) -Lazada Indonesia- 2022	2022
5.	Distribution Partner Of The Year Award -Hoka Fly Humanfly-	2022
6.	APAC Sales Winner For 2022 Award -Lacoste-	2022
7.	Best Rissing Star (Women's Fashion) -Blibli-	2022
8.	Best Companies To Work For In Asia 2023 -HR Asia-	2023
9.	Best Validity of NIK for Non-Active Workers -BPJS- 2023	2023

No	Award	Year
10.	2023 Growing in the New Era (Retail Category) - Bisnis Indonesia- 2023	2023
11.	Top Sell-In Performing Store Award	2023
12.	Best Pop Up Store H1 2023 Award	2023
13.	The Best Bold Mover -Experience Award-	2023
14.	Best Opening Performance Award	2023
15.	1 st Place-Hygiene and Sanitary Award -Plaza Indonesia-	2023
16.	Best Pop Up Store H1 2023 Award	2023

Source : PT Mitra AdiPerkasa

In 2022 PT Mitra AdiPerkasa won a total of seven awards in one year, the awards are listed in the table above. In 2023 the company PT Mitra AdiPerkasa managed to get a total of eight awards within one year. All awards received within two years, starting from 2022-2023 did not escape the hard work of all employees who worked at PT Mitra AdiPerkasa. From 2022 to 2023 PT Mitra AdiPerkasa managed to get a total of fifteen awards it won.

Based on Table 3, only shows the success achieved by PT Mitra AdiPerkasa in 2022 to 2023, there is nothing related to data or research that shows the development of individual employee performance based on each employee's self-concept in this case self efficacy, as stated by Mrs. Faisyah Novianida Putri as VP Human Resource at PT Mitra AdiPerkasa that "Research on self efficacy is indeed needed in this office (HR Management field of PT Mitra AdiPerkasa), However, there has been no research on this matter, so we from Human Resource do not know whether self efficacy affects employee performance, if there is indeed a relationship with individual performance, in the future it is necessary to provide training on self efficacy to HR Management employees at PT Mitra AdiPerkasa ". Therefore, based on the statement from the VP Human Resource of PT Mitra AdiPerkasa, the researcher will raise self efficacy as one of the subjects that affect employee performance at PT Mitra AdiPerkasa. This can be used as an actual issue to streamline the improvement of employee performance, because the targets to be achieved for the following year are always increasing. Furthermore, job happiness is a component that influences productivity in the workplace. To achieve job satisfaction, there are several variables which include a list of PT Mitra AdiPerkasa employee attendance at the head office in the period January to December 2022.

Table 4 Absence List

No	Month	Number Employee	Days Work	Work Remarks	% Absent
1	January	60	26	8	0,51%

2	February	50	18	14	1,56%
3	March	40	22	4	0,45%
4	April	35	19	3	0,45%
5	May	50	18	14	1,56%
6	June	45	21	3	0,32%
7	July	50	17	16	1,88%
8	August	50	22	6	0,55%
9	September	55	22	11	0,91%
10	October	30	21	12	1,90%
11	November	55	23	9	0,71%
12	December	60	22	0	0,00%

Source: Internal Company Data PT Mitra AdiPerkasa

Table 4 explains the total attendance of all employees of the head office of PT Mitra AdiPerkasa from January to December 2022. It can be seen here that the number of attendances changes every month. In January there were 60 employees with 26 working days, with an absence percentage of 0.51%. In February the number of employees was 50 with 18 working days, with a percentage of absences of 1.56%, in March the number of employees was 40 with 22 working days, with a percentage of absences of 0.45%, in April the number of employees was 35 with 19 working days, with a percentage of absences of 0.45%, in May the number of employees was 50 with 18 working days, with a percentage of absences of 1.56%, in June the number of employees was 45 with 21 working days, with a percentage of absences amounting to 0.32%, in July the number of employees was 50 with 17 working days, with a percentage of absences amounting to 1.88%, in August the number of employees was 50 with 22 working days, with a percentage of absences amounting to 0.55%, in September the number of employees was 55 with 22 working days, with a percentage of absences amounting to 0.91%, in October there were 30 employees with 21 working days, with a percentage of absences of 1.90%, in November there were 55 employees with 23 working days, with a percentage of absences of 0.71% and in December there were 60 employees with 22 working days, with a percentage of absences of 0.00%. The total turnover at PT Mitra AdiPerkasa from 2020 to 2022 can be seen in table 5.

Table 5 Turnover Of PT Mitra Adiperkasa

Description	2022	2021	2020
Retirement	25	10	5
Resigned	10	0	1
Dead	1	0	0
Dismissed	0	0	35

Total	36	10	41
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Source: PT Mitra AdiPerkasa

Based on this data, 10 employees in 2022 have left the company or turnover. One of the factors that influence turnover is personality-job fit. Personality-job fit is the existence of a match between the employee's personality and the job he has. According to Saraswati (2017), How well people's personalities mesh with their workplace determines their level of job satisfaction and retention rates. One important element of personality is self-efficacy.

The writers are keen in investigating the aforementioned occurrences and data for further study on "THE INFLUENCE OF SELF EFFICACY AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE IN HR MANAGEMENT PT MITRA ADIPERKASA".

THEORETICAL REVIEW

Self Efficacy

A person's self-efficacy may be defined as their confidence in their own abilities to accomplish certain objectives (Priyantono, 2017). Because these beliefs motivate people to strive harder and conquer challenges, self-efficacy is a significant factor in employee effort and performance. Factors that influence self-efficacy include experiences of success, which increase an individual's confidence after experiencing a series of successes, and experiences of others who can serve as role models, which provide evidence that tasks can be completed with comparable abilities (Prahara & Indriani, 2019). In addition, verbal persuasion from the surrounding environment in the form of advice, advice, and guidance can increase a person's confidence in their abilities. Physiological conditions also play a role, where individuals who feel healthy and fit will be more confident in carrying out their tasks (Bandura, 2012).

The function of self efficacy includes the development of psychological forces such as motivation, interest, and attention to achieve maximum career achievement (Bandura, 2012). In addition, self efficacy helps in fostering resilience in the face of obstacles, increasing innovation, and building commitment to the tasks that must be done (Wibowo, 2011). The dimensions of self-efficacy include belief in ability, ability that is better than others, job challenges, and job satisfaction (Wibowo, 2011).

Job Satisfaction

How happy an employee is at their job depends on their perceptions of their work environment, their relationships with colleagues, and other factors. According to Luthans (2006), job satisfaction is the way individuals feel about their jobs resulting from attitudes towards various aspects of the job. Several theories underlie job satisfaction, such as Discrepancy Theory which measures satisfaction by calculating the difference between what is desired and what is obtained (Veithzal, 2010). Equity Theory emphasizes the importance of fairness in work situations, where satisfaction depends on whether there is fairness in the

distribution of tasks and compensation (Veithzal, 2010). Two Factor Theory distinguishes between satisfaction factors (motivators) which include interesting, challenging work and opportunities for achievement, and dissatisfaction (hygiene factors) which include salary, supervision and working conditions (Wibowo, 2007).

Factors that affect job satisfaction include absenteeism, labor turnover, morale, and employee complaints (Martoyo, 2007). Measuring job satisfaction can be done through rating scales and questionnaires, which are common approaches to getting employees' responses about their jobs, critical incidents that involve descriptions of specific events that are satisfying or unsatisfying, and interviews that involve direct interviews with employees (Wibowo, 2013). The dimensions of job satisfaction include the job itself, compensation, opportunity, supervision, and coworkers (Luthans, 2006).

Employee Performance

When people in a company carry out their duties as assigned, the end result is what is known as employee performance. According to Mangkunegara (2017), factors that affect performance include skills, education, age, support, work spirit, communication, motivation, and teamwork. Employee skills and education affect their ability to complete tasks, while age and work experience can affect productivity. Supporting tools such as adequate technology and work facilities also play an important role in supporting performance. Working spirit and high motivation will encourage employees to work harder and optimal results, while good communication and solid team collaboration will increase efficiency and efficiency of work (Mangkunegara, 2017).

Objectives and benefits of performance include improving work performance, preparing appropriate training programmes, increasing productivity, personal development, and performance evaluation (Mangkunegara, 2017). Performance measurement involves various aspects such as loyalty, performance, honesty, discipline, creativity, collaboration, leadership, personality, initiative, competence, and responsibility. (Hasibuan, 2008). Employee performance dimensions include the quality of work, quantity, timeliness, efficiency, and independence. (Hamali, 2016).

Framework of Thought

In the framework of thought, the relationship between self efficacy, job satisfaction, and employee performance is described conceptually to understand how each factor affects each other. Self-effectiveness affects the individual's conviction and effort in completing tasks, while job satisfaction affects motivation and work spirit. The combination of these two factors will determine the level of employee performance (Yusra, 2021; Saputro, 2022; Moeheriono & Fatmawati, 2020).

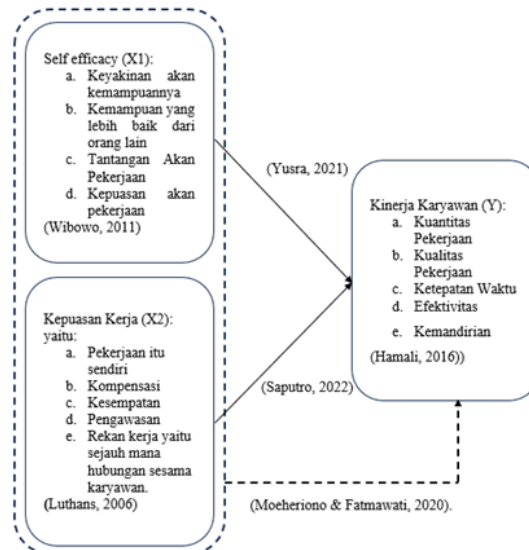


Figure 1 Framework of Thought
 Source: Researcher Processed Result (2023)

Research Hypothesis

Hypotheses, as defined by Sugiyono (2018), are "proposed explanations for the observed phenomena that may or may not have permanent solutions" to the research questions. Based on the title of the study, the hypothesis is that Self-Efficacy and Job Satisfaction significantly impact the performance of employees at PT Adiperkasa Partners in HR Management, both individually and in combination.

METHODOLOGY

Research Scope Space

To test a hypothesis, quantitative researchers use research instruments to gather data from a specified population or sample, and then analyze the data using quantitative or statistical methods. Research findings may be better understood and communicated using descriptive methods, which do not draw any broad implications. The source is Sugiyono (2018). The study's variables include a dependent variable (worker performance) and two independent variables (self-efficacy and work satisfaction). A multi-dimensional description of operational variables and an ordinal Likert scale for indicators are used. As stated by Sugiyono in 2017.

Population and Samples

The 62-person HR Management staff of PT. Adiperkasa Partners constitute the study's population. Saturated sampling was used, which included selecting a random sample from the whole population.

Data Collection

Data collection is carried out through questionnaires and interviews. Questionnaires are used to obtain data about self efficacy, job satisfaction, and

their impact on employee performance. Interviews are conducted directly with HR Management PT Adiperkasa Partners for further in-depth information.

Data Analysis Techniques

Data analysis techniques include descriptive statistics, the Method of Successive Interval (MSI), and classical assumption tests. Descriptive stats are used to describe and describe data by making non-generalized conclusions, including percentage, average, and standard deviation calculations. Method of Successive Interval is used to convert ordinal data into interval data required in statistical tests. (Nasution, 2023). To make sure the regression model is suitable, classical assumption tests are run. These include heteroskedasticity, multicollinearity, and normality tests. To test the hypothesis, we use t and F tests, which are part of a double linear regression analysis, to see how the independent variables affect the dependent ones. Here is a formula that may be used in simultaneous hypothesis testing (F test):

$$Fh = \frac{R^2/k}{(1 - R^2)/(n - k - 1)}$$

Description:

R = Double correlation coefficient

k = Number of independent variables

n = Number of sample members

In order to overcome bias caused by the amount of independent variables in a model, one may utilize determination coefficient analysis (R^2) to quantify the degree of model capacity to describe dependent variables. The modified R^2 value is then used. As stated by Ghozali (2011).

$$KD = R = r^2 \times 100$$

RESULTS

Descriptive Analysis

In this study, descriptive analysis is used to describe or find out the perception picture of 62 respondents of HR Management PT Partner AdiPasa employees against 3 variables used in the study, there are 31 statements used to cover 3 variables in this study and each such variable has its respective indicator.

Table 6 Recapitulation of Respondents' Answers to Self-Efficacy Variables

No	Dimension	Total Score	Ideal Score	Percentage	Category
1	Confidence in ability	720	310	77.41%	Good
2	Ability to be better than others.	724	310	77.85%	Good
3	Job challenges	493	310	79.52%	Good
4	Job satisfaction	483	310	77.91%	Good
Total		2.420	1.240	78.17%	Good

Source: Researcher Processed Data (2024)

Based on table 6 above, it shows that the respondents' responses regarding Self Efficacy in HR Management employees of PT Mitra AdiPerkasa are in the good category because they are in the interval of 68%-84% with an average of 78.71%. This shows that the self-efficacy in PT Mitra Adiperkasa's HR Management can be said to be good and in line with the trust of everyone, as well as providing positive aspects for the sustainability of PT Mitra Adiperkasa in the future and in achieving the same goal in improving employee performance.

Table 7 Recapitulation of Respondents' Answers to Job Satisfaction Variables

No	Dimension	Total Score	Ideal Score	Percentage	Category
5	The Job It Self	590	310	95.16%	Excellent
6	Compensation	583	310	94.03%	Excellent
7	Promotion Chance	899	310	96.66%	Excellent
8	Surveillance	564	310	90.96%	Excellent
9	Co-workers	579	310	93.38%	Excellent
Total		3.2	1.550	94.04%	Very Good

No	Dimension	Total Score	Ideal Score	Percentage	Category
		15			

Source: Researcher Processed Data (2024)

Based on table 7 above, it shows that the respondents' responses regarding job satisfaction in HR Management employees of PT Mitra AdiPerkasa as a whole are in the good category because they are in the interval of 84%-100% with an average of 94.04%. Job satisfaction owned by HR Management employees at PT. Mitra Adiperkasa, has been very good and running smoothly, and provides positive aspects for the sustainability of PT. Adiperkasa Partners in the future and in achieving the company's goals

Table 8 Recapitulation of Respondents' Answers to Employee Performance Variables

No	Dimension	Total Score	Ideal Score	Percentage	Category
10	Working quantity	904	310	97.20%	Excellent
11	Quality of work	1.199	310	96.69%	Excellent
12	Time	723	310	77.74%	Good
Total		2,826	930	90.54	Excellent

Source: Researcher Processed Data (2024)

Based on Table 8 above, it shows that the respondents' responses regarding employee performance in HR Management employees of PT Mitra AdiPerkasa as a whole are in the good category because they are in the 84%-100% interval with an average of 90.54%. The performance of HR Management employees at PT Mitra Adiperkasa is very good and runs smoothly, and provides a positive aspect for the sustainability of PT Mitra Adiperkasa in the future and in achieving company goals.

Classic Assumption Test

1. Normality Test

In this study, the normality test on a data is seen to be normally distributed or cannot be carried out using the Kolmogorov-Smirnov (K-S) test, and evidenced by the Histogram and P-plot interpretation tests through the analysis of residual data, data processing assisted by the SPSS v.26 analysis tool.

Table 9 Normality Test

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		62
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	2,31690668
Most Extreme Differences	Absolute	,083
	Positive	,083
	Negative	-,071
Test Statistic		,083
Asymp. Sig. (2-tailed)		,200 ^{c,d}

Source: SPSS v.26 Output Results

The picture up above displays the outcomes of the One-Sample Kolmogorov-Smirnov test on the Asymp value. The significance level is higher than the critical value of 0.05, with a sig (2-tailed) of 0.200. Hence, a normal distribution best describes the data. Here are some key points from the study's histogram and P-plot pictures to back up the findings:

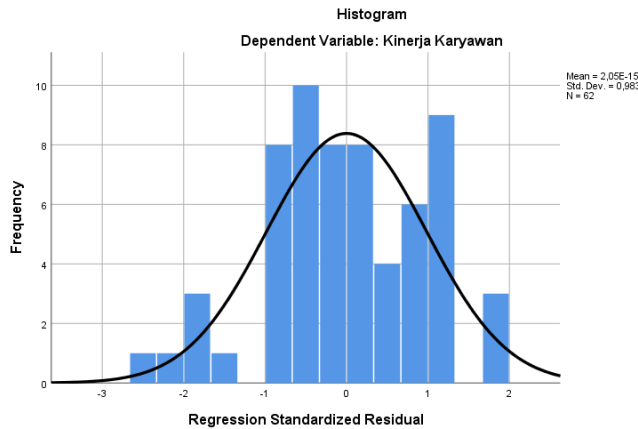


Figure 2 Histogram of Normality Test

Source: SPSS v.26 Output Results

Based on figure 2 above, it is explained that the histogram chart has a normal distribution, this can be seen in the graph image that forms a bell pattern or does not tilt to the right or to the left.

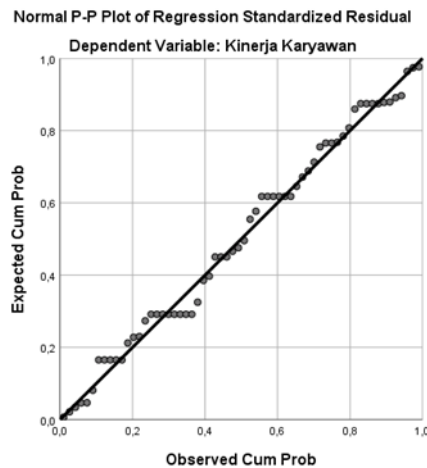


Figure 3 P-Plot of Regression Standardized Residual

Source: SPSS v.26 Output Results

The data seems to be dispersed around and following the diagonal line in the P-plot graph picture up top. We may say that the regression model satisfies the normalcy assumption if the data distribution on the diagonal line is perpendicular to the diagonal line.

2. Multicollinearity Test.

If the regression model detects a connection between the independent variables, then the multicollinearity test has succeeded in its goal. Using the Variance Inflation Factor (VIF) and the values of tolerance and its opponents, one may determine whether multicollinearity is present or not in the regression model. It is possible to infer that the data do not exhibit signs of multicollinearity if the VIF value is less than 10 or the tolerance value is more than 0.1 in the regression model.

Table 10 Multicollinearity Test Results

Model		Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4,475	1,284		3,308	,002		
	Self-efficacy	,012	,078	,311	2,813	,007	,865	1,156
	Kepuasan Kerja	,007	,056	,429	3,884	,000	,865	1,156

Source: SPSS v.26 Output Results

According to the data in the table, the VIF values for the independent variables in this research are $0.865 > 0.1$ and the VIF values for the free variables are $1.156 < 0.10$. The results demonstrate that the independent variables are not significantly related to one another. It follows that multicollinearity between independent variables is not present.

3. Heteroscedasticity Test

By comparing the residuals of different observations, the heteroscedasticity test may determine whether the regression model accounts for unequal variances. Examining scatterplots with points distributed randomly and without following a specific pattern allows one to identify the presence of heteroscedasticity in this particular observation.

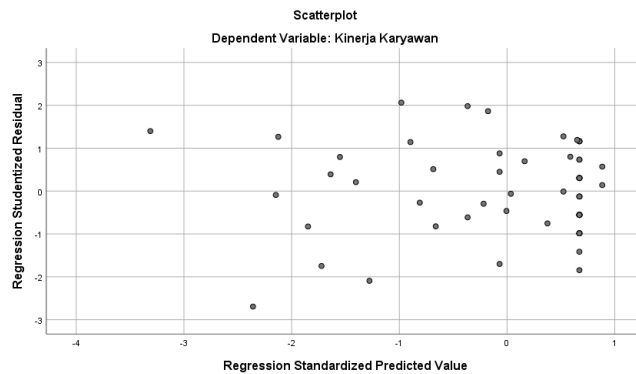


Figure 4 Heteroskedasticity Test Results

Source: SPSS v.26 Output Results

It is evident from the graphic that the dots are not arranged in any particular pattern; Rather, they seem to be randomly spread. Above and below the Y-axis value of zero, the distribution of the questionnaire was uniform. This proved that the heteroscedasticity assumptions used to build the regression model were correct.

Data Analysis

Multiple Linear Regression Equation

Multiple linear regression analysis was used to determine how strong the influence of independent variables, namely self-efficacy (X1) and job satisfaction (X2), on the dependent variable, namely employee performance (Y).

Table 11 Multiple Linear Regression Test Results

Model		Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4,475	1,284		3,308	,002		
	Self-efficacy	,012	,078	,311	2,813	,007	,865	1,156
	Kepuasan Kerja	,007	,056	,429	3,884	,000	,865	1,156

Source: SPSS v.26 Output Results

Based on table 11, it can be seen that the constant value (α value) is 4.475 and for self-efficacy is 0.012 while job satisfaction is 0.007. So that the multiple linear regression equation can be obtained as follows:

$$Y = 4,475 + 0,012X1 + 0,007X2 + e$$

Based on the above equation, it can be concluded that:

- a. When both self-efficacy (X1) and work satisfaction (X2) are set to zero, the result is 4.475, which is the value of the Employee Performance constant (Y).
- b. Coefficient X1 of 0.012 means that every time there is an increase in the X1 variable by 1%, the Employee Performance increases by 0.012, the same thing also happens if there is a decrease of 1%
- c. Coefficient X2 of 0.268 means that every time there is an increase in the variable X2 by 1%, the Employee Performance increases by 0.007, the same thing also happens if there is a decrease of 1%.

Hypothesis Testing

1. Test T (Partial Test)

Using the T test, we may determine the extent to which a single independent variable explains the variance in the dependent variable. We will use t-test statistics with a significance threshold of 0.05 to determine whether the null hypothesis should be accepted or rejected. According to Ghozali and Latan (2014), the following is the foundation for decision-making:

The criteria for the decision on the Persian t test are

- a. $H_0 : t_{\text{calculate}} < t_{\text{table}}$, then there is no influence between dependent variables on independent variables.
- b. $H_1 : t_{\text{calculate}} > t_{\text{table}}$, then there is an influence between dependent variables on independent variables.

With t table obtained from the result of probability of 5%, $df = 62 - 3 = 59$, then the result of t table is obtained of 1.671.

Table 12 T Test Results (Partial) Test Results

	Model	Sig.
	(Constant)	,002
1	Self-efficacy	,007
	Job satisfaction	,000

Source: SPSS v.26 Output Results

Based on table 12 above, the results of the t-test for each independent variable are as follows:

- a. With a t-value of 2.813 and a significance level of 0.007, the null hypothesis (H_0) is rejected and the alternative hypothesis (H_1) is accepted, suggesting that the self-efficacy variable (X1) has a significant and partial impact on employees performance.
- b. The t-value for the Job Satisfaction variable (X2) is 3.884 and its significance is 0.000. Since $3.884 > 1.671$ and $0.000 < 0.05$, we can reject H_0 and accept H_2 . Therefore, we can conclude that X2 has a significant and partial effect on employee performance.

2. Test F (Simultaneous Test)

To put it simply, the statistical test F reveals whether the bound variables are affected jointly by all the independent or independent variables in the model. A 5% or 0.05 significance level F test will be performed to determine whether the null hypothesis should be accepted or rejected. Decisions using the "F" test for hypothesis testing are based on the following:

- a. H0 is rejected and H1 is approved if the $F_{cal} > F_{table}$ or the p-value of the F-statistic < 0.05 . This indicates that the dependent variables are impacted by the independent factors when they are combined.
- b. H1 is rejected and H0 is accepted if either the $F_{cal} < F_{table}$ or the p-value of the F-statistic is greater than 0.05. This indicates that the dependent variables are unaffected by the independent factors when taken together.

With f table obtained from the result of probability of 5%, $df_1 = 3 - 1$, $df_2 = 62 - 3 - 1 = 58$, then the result of f table of 3.16 hypothesis testing with F test is obtained as follows:

Table 13 Test Results F (Simultaneous Test)

ANOVA ^a						
	Model	Sum of Squares	Df	Mean Square	F	Sig.
	Regression	199,145	2	99,573	17,941	,000 ^b
1	Residual	327,451	59	5,550		
	Total	526,597	61			

Source: SPSS v.26 Output Results

According to the data in the table, the F-test for this investigation yielded a value of 17.941 at the 0.000 level of significance. Because the calculated value of f is more than the table value ($17.491 > 3.16$) and the significance value is less than 0.05 ($0.000 < 0.05$), we may reject H0 and accept H3. The results show that X1, self-efficacy, and X2, work happiness, have a significant and substantial influence on Y, the performance of the employees.

Determination Coefficient Test (R2)

To find out how well a model can explain dependent variables, statisticians employ the determination coefficient (R2) test. The determination coefficient may take on values ranging from zero to one, with $0 < R_2 < 1$. Due to R2's flaw – specifically, its bias towards models with a large number of independent variables – a low R2 value indicates that the explanatory power of the independent variables are poor. Regardless of whether the new variable has a substantial influence on the dependent variable, R2 will grow with each addition; hence, modified R2 is employed in this investigation. Ghozali (2011) found that a model's capacity to explain dependent variables is improved when the adjusted value of R2 is closer to one (1).

Table 14 Determination Coefficient Test Results (R2)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,615 ^a	,378	,357	2,356

Source: SPSS v.26 Output Results

Based on table 14 above, it shows that the R Square value is 0.357. The formula of the determination coefficient is as follows:

$$\begin{aligned}
 \text{KD} &= R^2 \times 100\% \\
 &= 0,357 \times 100\% \\
 &= 35,7\%
 \end{aligned}$$

The preceding computation established that self-efficacy and work happiness are factors that impact employee performance. External variables accounted for the remaining 64.3% of the variance in employee performance.

DISCUSSION

The results of statistical analyzes show that every single independent variable influences the dependent variable to some extent. The two independent variables have a positive effect, suggesting that workers have more faith in their abilities to accomplish goals and are better equipped to help their organizations achieve their objectives when their levels of self-efficacy and work satisfaction are high. All signs point to the postulated hypothesis being correct in this investigation. Here is an explanation of how each variable is impacted:

Analysis The Effect of Self-efficacy on Employee Performance

It is clear from the studies that support Hypothesis (H1) that self-efficacy has a substantial impact on employee performance. A t-count of 2.813 and a significance level of 0.007 were produced by the computations. The alternative hypothesis (H_a) is accepted while the null hypothesis (H₀) is rejected since the significance threshold is less than 0.05, which is known. This study's hypothesis, which was based on theory and prior research, has been shown to be true, according to these findings. Belief in one's own abilities can affect motivation in several ways, namely determining the goals that the individual has determined, how much effort is made, how much they are resistant to difficulties and their resilience in facing failure (Bandura, 1997). Thus, a person who has a high Self Efficacy will encourage motivation in every HR Management employee at PT. Mitra Adiperkasa.

This study's findings corroborate those of Yusra, N., N. (2021), Rahmatullah, G. (2022), and Sebayar (2017), all of which found that employees' levels of self-efficacy had an effect on their productivity on the job. Hence, this study may both bolster the findings of earlier research and serve as a benchmark for future studies on related subjects.

Analysis The Effect of Job Satisfaction on Employee Performance

The findings of the study examining Hypothesis (H2) indicate that work happiness has a significant impact on employee performance. With a t-count of

3.884 and a significance level of 0.000, the computation results reveal... The alternative hypothesis (H_a) is accepted while the null hypothesis (H_0) is rejected since the significance threshold is less than 0.05, which is known. Based on these findings, it's safe to say that PT. Mitra Adiperkasa's HR Management staff are significantly and positively affected by their level of work satisfaction. Gibson asserts in his 2019 book Rosmaini that work happiness and employee performance are inversely related. Which, on the one hand, explains how contented workers are more productive, and, on the other, how high performance leads to satisfaction, which in turn leads to contented workers. Complete fulfillment in one's work is possible when one's expectations are satisfied while doing tasks. Researchers Saputro (2022), Prasetyo and Marlina (2019), and Nurrohmat and Lestari (2021) all came to the same conclusion: that workers' happiness in the workplace has an effect on their productivity. Hence, this study may both bolster the findings of earlier research and serve as a benchmark for future studies on related subjects.

Analysis The Effect of Self-efficacy and Job Satisfaction on Employee Performance

Results from an F-test or simultaneous testing indicate that self-efficacy and work satisfaction are two factors that influence performance on the job at the same time. Employees in HR Management at PT. Mitra Adiperkasa are significantly impacted by both self-efficacy and work satisfaction, according to the data. H_0 is rejected and H_3 is approved because the F test processing results in this research show that the calculated value of f is more than the table value of f , which is $17.491 > 3.16$, and that the significance value is $0.000 < 0.05$. The results show that X_1 , self-efficacy, and X_2 , work happiness, have a significant and substantial influence on Y , the performance of the employees. The study's findings suggest that PT. Mitra Adiperkasa's HR Management staff can benefit from high levels of self-efficacy and job satisfaction. The former helps staff feel confident in their abilities to accomplish set goals, and the latter rewards them for their efforts.

CONCLUSIONS AND RECOMMENDATIONS

Conclusions

Based on the results obtained regarding "The Effect of Self-efficacy and Job Satisfaction on the Performance of HR Management Employees at PT. Mitra Adiperkasa" which has been processed data and hypothesis tests have obtained the following conclusions:

- a. Self-efficacy variable (X_1) in HR Management employees at PT. Mitra Adiperkasa has a good category. And there is an influence and significant between the self-efficacy variable on employee performance in HR Management at PT. Mitra Adiperkasa, because it has a t-value calculated $> t$ the table, which is $2.813 > 1.671$ with a significant influence because of the p values of $0.007 < 0.05$.
- b. Job satisfaction variable (X_2) in HR Management employees at PT. Mitra Adiperkasa has a very good category. And there is an influence and significant between job satisfaction variables on employee performance in

HR Management at PT. Mitra Adiperkasa, because it has a t-value calculated $> t$ table, which is $3.884 > 1.671$ with a significant influence because of the p values of $0.000 < 0.05$.

- c. There is a simultaneous and significant influence between the variables of self-efficacy (X1) and job satisfaction (X2) on employee performance (Y) in HR Management at PT. Mitra Adiperkasa, because it has the results of the calculation of the value of f calculation $> f$ table, which is $17.491 > 3.16$ and the significance value of $0.000 < 0.05$.

Recomendation

- a. The results of the research and discussion showed that the self-efficacy variable in the dimension of job satisfaction with the lowest score indicator, namely satisfaction with work results and finding solutions to work obstacles, it is recommended for companies to open more space for their employees to evaluate work results and help employees find solutions when they have obstacles in their work.
- b. The results of the research and discussion show that the job satisfaction variable in the supervision dimension with the lowest score indicator of supervision and also good relations with superiors, so it is recommended for companies to pay more attention to employee supervision in doing their work.
- c. The results of the research and discussion show that the employee performance variable in the time dimension with the lowest score indicator, namely the time to complete the work and go home on time, it is recommended to the company to better manage time in the division of work in balance with the division of time so that the work runs effectively and efficiently.
- d. The results of the study show that the variables of job satisfaction and self-efficacy have a significant effect on employee performance at PT Mitra Adiperkasa. From these results, it is hoped that the positive impact will not only be felt by employees but also by PT. Mitra Adiperkasa as a human resource user to continue to improve employee performance.

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