FokBis

Media Pengkajian Manajemen dan Akuntansi

Self-Esteem and Self-Efficacy's Impact on Employee Performance

Marwah[1], Muhammad Kasran[2]
Universitas Muhammadiyah Palopo[1,2]
email: muhammadkasran@umpalopo.ac.id[2]

ABSTRAK

Kinerja karyawan menentukan keberhasilan perusahaan. Kinerja karyawan dipengaruhi oleh dua faktor yaitu self-esteem dan self-efficacy. Tujuan dari penelitian ini adalah untuk melihat apakah self-esteem dan self-efficacy, baik secara terpisah maupun bersama-sama berpengaruh terhadap kinerja karyawan. Penelitian ini menggunakan desain penelitian kuantitatif. Dengan jumlah sampel 150, populasi dalam penelitian ini adalah karyawan PT. Sumber Graha Sejahtera (SGS). Metode analisis data menggunakan regresi linier berganda. Pengumpulan data dilakukan melalui sumber data primer terutama penyebaran kuisioner langsung kepada responden. Hasil dan temuan Harga diri dan self-efficacy ditemukan memiliki dampak positif dan signifikan terhadap kinerja karyawan. Peran self-efficacy dan self-esteem dalam meningkatkan kinerja karyawan: implikasi penelitian Meningkatkan self-efficacy agar karyawan percaya diri dengan kemampuannya dalam menyelesaikan tugas. Kepercayaan diri karyawan ditingkatkan dengan memberikan upaya pengembangan bagi individu karyawan, seperti meningkatkan pendidikan formal karyawan, memberikan pelatihan, memberikan pengawasan dalam pelaksanaan tugas karyawan, dan (ii) meningkatkan harga diri sehingga kepercayaan diri karyawan meningkat. Upaya yang dapat dilakukan dengan mendelegasikan tanggung jawab dan wewenang penuh kepada pegawai berdasarkan jabatannya, serta memberikan kesempatan kepada pegawai untuk mengembangkan diri atas pekerjaannya, seperti dengan mempromosikan pegawai ke berbagai jenjang jabatan, memberikan penugasan berdasarkan jabatannya. kompetensi, dan sebagainya.

Kata kunci: *Self-Esteem, Self-Efficacy*, Kinerja Karyawan

ABSTRACT

Employee performance determines a company's success. Employee performance is influenced by two factors: self-esteem and self-efficacy. The purpose of this study was to see if self-esteem and self-efficacy, either separately or together, had any effect on employee performance. This study employs a quantitative research design. With a sample size of 150, the population in this study was employees of PT. Sumber Graha Sejahtera (SGS). The data analysis method uses multiple linear regressions. Data was collected through primary data sources, especially direct questionnaire distribution to respondents. Results and findings Self-esteem and self-efficacy were found to have a positive and significant impact on employee performance. The role of self-efficacy and self-esteem in improving employee performance: research implications Improve self-efficacy so that employees are confident in their ability to complete tasks. Employee confidence is increased by providing development efforts for individual employees, such as

improving formal employee education, providing training, providing supervision in the execution of employee duties, and (ii) increasing self-esteem so that employee confidence increases. Efforts that can be made by delegating full responsibility and authority to employees based on their position, as well as providing opportunities for employees to gain self-development for their work, such as by promoting employees to different levels of positions, assigning assignments based on their competencies, and so on.

Keywords: *Self-Esteem, Self-Efficacy, Employee Performance*

INTRODUCTION

In today's world, competition within an organization is fierce, which necessitates increased competitiveness to ensure the organization's survival. Increasing competitiveness is inseparable from human resources, which are very important because human resources are the key to success in achieving company goals. According to Marwansyah (2019), human resources are the activities of using organizations with human resource planning factors consisting of human resource development, recruitment and selection, career planning and development, compensation and welfare, occupational safety and health, and industrial relations. This is done so that an organization can achieve its goals properly.

The success of a company is determined by the performance of its employees. Performance is always used as a dimension of the success of a position, either individually or in groups. For Shaleh & Firman (2018), performance is the result of work in doing a job; not only is it the result of work, but it is also related to independence, consistency with the values of a company, and a description of issues that are correlated with responsibilities. Employee performance encompasses quality, quantity, output, and work-related barriers.

Very high performance cannot be separated from matters relating to the behavior and attitudes of employees at work, or what is called "self concept." From an employee's internal point of view, self-concept, which consists of feeling needed, feeling accepted, feeling able to do challenging work, and feeling worthy, is called self-esteem. Meanwhile, from an external point of view, the employee's self-concept, which consists of aspects of motivation, leader power, communication between employees, interpersonal structure, group processes, the development of assumptions, and others, is called self-efficacy (Sebayang & Sembiring, 2017). Based on this statement, it is known that the increase in employee performance cannot be separated from these two things, namely self-esteem and self-efficacy, which shape employee attitudes and behavior at work (Andriyanti et al., 2022). Employees with good self-esteem will give a positive assessment of themselves, accept themselves as they are, and feel satisfied with themselves, or in total, feel valuable and can improve performance. Employees with high self-efficacy or good self-confidence will feel able to complete the job and will e able to solve problems in various situations so that they can improve their performance.

Several studies have examined the effect of self-esteem and self-efficacy on employee performance. Research results (Andriyanti et al., 2022) states that self-efficacy and self-esteem have a positive and significant effect on employee performance. However, different results were obtained from the research of (Fauziyyah & Rohyani, 2022) and (Tamrin et al., 2020), who found that self-efficacy has no effect on employee performance. on employee performance.

LITERATURE REVIEW AND HYPOTHESIS DEVELPOMENT

Self esteem

One aspect of a person's personality in everyday life is their sense of self-worth. According to (Reasoner, 2010), people who have poor self-esteem often experience hopelessness and sadness, have high levels of anxiety, show more violent impulses, become angry and hold grudges, and are always dissatisfied with their daily lives. A person's opinion of himself, manifested in both positive and negative attitudes, is known as self-esteem. Self-esteem is influenced by how people perceive themselves in everyday life. There are five indicators to measure self-esteem (Reasoner, 2010), namely: (i) feeling of security (Feeling of Security); (ii) feeling of self-respect (Feeling of Identity); (iii) feeling accepted (Feeling of Belonging); (iv) a feeling of competence (Feeling of Competence); and (v) feelings of worth (Feeling of Worth).

Self Efficacy

According to (Lunenburg, 2011), "self-efficacy" is the belief that a person can face and solve difficulties that arise in various scenarios and is able to choose actions to carry out certain tasks or problems so that the person is able to overcome and achieve the desired goals. According to (Haq et al., 2022), Self-efficacy is the belief in one's ability to complete a task or perform a given activity. Employee self-efficacy relates to the abilities needed to carry out their duties, such as the ability to understand work, the ability to solve various job challenges, and the ability to complete commitments related to work-related activities. There are four indicators to measure self-efficacy (Lunenburg, 2011), namely: (i) Experience of Success (Past Performance) This indicator uses several benchmarks, including challenging tasks, training, and supportive leadership. (ii) Other individual experiences (vicarious experience) Several things are used as benchmarks in this indicator, namely: co-worker success and company success. (iii) Verbal Persuasion (Verbal Persuasion) Several things are used as benchmarks in this indicator, namely: relationships between superiors and employees; the leader's role. (iv) Physiological state (emotional cues) In this indicator, the benchmarks are: confidence in their ability to achieve goals. desire to succeed in achieving goals.

Performance

Employee performance is the result of employee work related to organizational goals, efficiency, and other performance factors. To provide a fair opportunity for workers to improve their plans in terms of strengths and weaknesses, it is necessary to evaluate employee performance (Gibson et al., 2009) and (Widyawati & Karwini, 2018). Performance is the end result of an employee's quality and quantity of work completed in carrying out his responsibilities in accordance with the tasks assigned (Prastiwi et al., 2022). (Syifa & Nasir, 2019), reveals five indicators to measure employee performance individually, namely: quality, quantity, on-timeness, effectiveness, and independence.

Effect of Self Esteem on Performance

Self-esteem is also referred to as a person's self-esteem, which includes positive and negative evaluations of themselves and is influenced by how they interact with the people around them and by the attitudes, acceptance, and praise they receive from others. According to (Anisya et al., 2022), high self-esteem is characterized by self-confidence, self-acceptance as it is, satisfaction with oneself, and the belief that one is worthy of achievement. This self-perception can lead to increased performance. The discussion is supported by research results (Rafiditya & Syarifuddin, 2020). states that the self-esteem variable has a partial and significant effect on employee performance.

H_1: **Self-esteem has a positive effect on employee performance**

The Influence of Self-Efficacy on Performance

Self-efficacy is the belief that an individual can carry out tasks and achieve certain goals in accordance with the expected results. Someone who has good self-efficacy will try to work harder and more consistently to achieve optimal results when they believe in their own potential and achievements, so that increasing self-efficacy also improves performance (Erawati & Wahyono, 2019). This statement is in line with the results of research (Andriyanti et al., 2022). Employee performance is influenced by self-efficacy in a positive and significant way. However, different results were obtained from the research of (Fauziyyah & Rohyani, 2022) and (Taheri et al., 2020), who found that self-efficacy had no effect on employee performance.H2: It is suspected that self-efficacy has a positive and significant effect on employee performance.

H$_2$: Self-efficacy has a positive effect on employee performance

The Influence of Self-Esteem and Self-Efficacy on Performance

Self-esteem and self-efficacy simultaneously have a significant effect on employee performance; this statement is in line with research results (Rafiditya & Syarifuddin, 2020). That self-efficacy and self-esteem have a positive and significant effect on employee performance

H$_3$: Self-esteem and self-efficacy have a simultaneous effect on employee performance
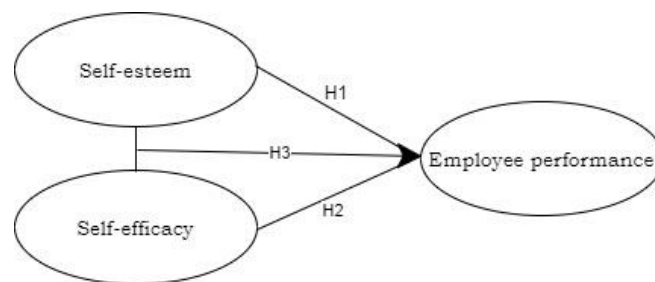

Figure 1. Research Method

METHOD

A quantitative research design is used in this study. This study's population was all employees of PT. Sumber Graha Sejahtera (SGS), with a sample size of 150 employees. In this study, sampling was done at random (random sampling) using a simple random sampling technique (simple random sampling). Data collection through primary data sources, namely direct questionnaire distribution to respondents In this study, we used a Likert scale measurement method ranging from 1 (strongly disagree) to 5 (strongly agree) (strongly agree). The Likert scale is used to assess an individual's reaction to a social object.

Data Analysis

Research Instrument Test The validity test compares the values of r count and r table to determine the validity of an instrument; if r count > r table, the instrument is valid; if r count r table, the instrument is invalid. Reliability Test A reliability test is used to determine the consistency of the measuring instrument and whether it is reliable and remains consistent, with a Cronbach's alpha value greater than 0.6 indicating reliability.

Multiple Linear Regression Analysis

Multiple linear regression analysis method with the help of SPSS software and the formula:

$$Y = + b1\,X1 + b2X2 + e$$

Where Y represents employee performance and X1 represents self-esteem. X2 represents self-efficacy; b1-2 represents the regression coefficient; b0 represents the constant; and e represents the standard error.

Coefficient of Determination Test R^2

To measure the contribution of an independent variable to a dependent variable, it is determined by the following determinant coefficient formula:

$$KP = R^2 x 100\%$$

KP is the coefficient of determination. R2 denotes the correlation coefficient.

Simultaneous Test (F-Test) The f-test was used to determine the simultaneous effect of the independent variable and the dependent variable. With the provisions, if f-count > f-table, then the hypothesis is accepted. On the other hand, if f-count > f-table, then the hypothesis is rejected.

Partial Test (T-Test) The t-test is used to determine whether each independent variable has a partially significant effect on the dependent variable. The hypothesis is accepted when t-count > t-table; otherwise, the hypothesis is rejected when t-count t-table.

RESULT AND DISCUSSION

Characteristics of Respondents

Table 1 shows the characteristics of respondents observed in this study, including gender, recent education, and years of service.

Table 1. Respondent Demographics

No.	Items	Frequency	Percentage %
1.	Gender		
	Man	89	59.33
	Woman	61	40.67
		150	100
2.	Education		
	High School/Equivalent	131	87.33
	D3	6	4
	S1	13	8.67
		150	100
3.	Years of service		
	<1 Year	4	2.67
	1-5 Years	71	47.33
	5-10 Years	49	32.67
	>10 Years	26	17.33
		150	100

Source: Primary Data processed (2022)

Validity and Reliability Test

Table 2. Validity Test

No.	Variable	Items	R Table	R Count	Information
1.	*Self Esteem*	X1.1	0.543	0.160	Valid
		X1.2	0.553	0.160	Valid
		X1.3	0.443	0.160	Valid
		X1.4	0.574	0.160	Valid
		X1.5	0.423	0.160	Valid
		X1.6	0.806	0.160	Valid
		X1.7	0.775	0.160	Valid
		X1.8	0.827	0.160	Valid

No.	Variable		R count	R	Information
		X1.9	0.838	0.160	Valid
		X1.10	0.647	0.160	Valid
2.	*Self Efficacy*	X2.1	0.332	0.160	Valid
		X2.2	0.552	0.160	Valid
		X2.3	0.414	0.160	Valid
		X2.4	0.573	0.160	Valid
		X2.5	0.522	0.160	Valid
		X2.6	0.737	0.160	Valid
		X2.7	0.700	0.160	Valid
		X2.8	0.668	0.160	Valid
3.	*Employee* performance	Y.1	0.707	0.160	Valid
		Y.2	0.806	0.160	Valid
		Y.3	0.767	0.160	Valid
		Y.4	0.611	0.160	Valid
		Y.5	0.449	0.160	Valid
		Y.6	0.833	0.160	Valid
		Y.7	0.765	0.160	Valid
		Y.8	0.837	0.160	Valid
		Y.9	0.800	0.160	Valid
		Y.10	0.657	0.160	Valid

Source: Primary Data processed (2022)

Based on Table 2, it can be concluded that the results of data processing using the validity test with the help of the IBM SPSS Statistics 22 for Windows application show that all statements from each variable are declared valid because all statement items from 3 variables have R count values greater than R.

Table 3. Reliability Test Results

No.	Variable	*Cronbach's Alpha*	Information
1.	*Self Esteem*	0.835	Reliable
2.	*Self Efficacy*	0.660	Reliable
3.	Employee performance	0.886	Reliable

Source: Primary Data processed (2022)

Table 3 shows that the Crombach's Alpha values of each variable are all > 0.60, so it can be concluded that all statement items from the three variables are declared reliable.

Multiple Linear Regression Test

Table 4. Multiple Linear Regression Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-4,227	,868		-4,871	,000
	Self Esteem	,923	,028	,846	32,680	,000
	Self Efficacy	,217	,034	,165	6,360	,000

a. Dependent Variable: Employee_Performance
Source: Primary Data processed (2022)

Table 4 shows that the constant value (value) is -4.227, the B value for self-esteem is 0.923, and the B value for self-efficacy is 0.217, so the multiple linear regression equation is as follows:

$$Y = -4.227 + 0.923X1 + 0.217X2 + e$$

The value of the employee performance constant (Y) is -4.227, which states that if the self-esteem (X1) and self-efficacy (X2) variables are equal to zero, then the employee performance is -4.227.

The coefficient value of X1 = 0.923 means that if self-esteem (X1) increases by 1 unit, then employee performance increases by 0.923 units. Thus, self-esteem (X1) has a positive and significant effect on employee performance (Y).

The coefficient value of X2 = 0.217 means that if self-efficacy (X2) increases by 1 unit, then employee performance increases by 0.217 units. Thus, self-efficacy (X2) has a positive and significant effect on employee performance (Y).

Hypothesis testing

Simultaneous Hypothesis Testing (F Test)

Table 5 Simultaneous Test Results

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1904,017	2	952.008	1837,925	,000b
	Residual	76,143	147	,518		
	Total	1980,160	149			

a. Dependent Variable: Employee_Performance
b. Predictors: (Constant), Self_Efficacy, Self_Esteem
Source: Primary Data Processed (2022)

T Test

Based on Table 4, information is obtained that:

It is known that the significance value for the effect of self-esteem on employee performance is 0.000 <0.05 and the t-count value is 32.680 > t-table 1.976, so it can be concluded that H1 is accepted, which means that there is a partial effect of self-esteem on employee performance.

It is known that the significance value for the effect of self-efficacy on employee performance is 0.000 <0.05 and the t-count value is 6.360 > t-table 1.976, so it can be concluded that H2 is accepted, which means that there is a partial effect of self-efficacy on employee performance.

Based on table 5 above, the calculated f value is 1837.925 > f table 3.06, and with a significance value of 0.000 < 0.005, it shows that simultaneously, self-esteem and self-efficacy have a positive and significant effect on employee performance.

Determination Test (R^2)

Table 6 Results of the Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,981a	,962	,961	,720

a. Predictors: (Constant), Self_Efficacy, Self_Esteem
Source: Primary Data Processed (2022)

Based on the calculation results obtained in Table 6 above, it can be concluded that the self-esteem and self-efficacy variables affect employee performance by 0.962, or 96.2%, and the remaining 3.8% is influenced by other variables not examined in this study.

The Influence of Self Esteem on Employee Performance
Based on the results of multiple linear regression analysis in table 4, it is known that self-esteem has a regression coefficient value with a positive sign of 0.923 and the results of the t-test of 32.680 > t-table 1.976, so it can be concluded that H1 is accepted. Thus, self-esteem has a positive and significant influence on employee performance. This means that the higher employees' self-esteem, the better their performance.

These results are in line with the research conducted and the results of the research (Rafiditya & Syarifuddin, 2020). states that the self-esteem variable has a significant effect on employee performance. The results of this study are also in line with previous research conducted by (Widyawati & Karwini, 2018), which shows that self-esteem has a positive and significant effect on employee performance. Employees who have positive self-esteem will accept and respect themselves so as to create a sense of self-confidence to develop their potential, which has an impact on improving the employee's performance.

The Influence of Self Efficacy on Employee Performance
Based on the results of the multiple linear regression analysis in table 4, it is known that self-efficacy has a regression coefficient value with a positive sign of 0.217 and the t-test 6.360 > t-table 1.976, so H2 is accepted. Thus, self-efficacy has a positive and significant effect on employee performance. This means that the higher employees' self-efficacy, the better their performance. The greater the increase in self-efficacy among employees, the greater the employee's confidence in his ability to complete work and take action on problems encountered, resulting in significantly improved performance. These results are in line with research conducted by researchers (Andriyanti et al., 2022). Employee performance is influenced by self-efficacy in a positive and significant way.

The Influence of Self Esteem, and Self Efficacy on Employee Performance
Based on the results of the simultaneous test (F test) in Table 5, the calculated f value is 1837.925 > f table and a significance value of 0.000<0.005, indicating that self-esteem and self-efficacy have a positive and significant effect on employee performance at the same time. Employees who have high self-esteem and self-efficacy will build self-confidence so that they can improve their performance in achieving the targets set by the company.

CONCLUSION

Based on the results of the analysis and discussion above, it can be concluded that self-esteem has a positive and significant effect on employee performance, while self-efficacy has a positive effect on employee performance. Self-esteem and self-efficacy have a simultaneous effect on employee performance. To increase the self-esteem and self-efficacy of employees who are less confident in their abilities, each employee must conduct a personal job assessment to assess his level of achievement at work. This is supported by the company through appreciation for the success of individuals and teams both internally and externally, with the aim of fostering positive perceptions that have an impact on improving performance and achieving company goals.

ACKNOWLEDGEMENTS

REFERENCES

Andriyanti, Mariska, P. K., & Ernanda, D. S. R. (2022). Pengaruh Self Esteem dan Self Efficacy Terhadap Kinerja Karyawan. *Jurnal Ilmiah Multi Disiplin Indonesia*, *2*(3), 730–740.

Anisya, D., Muttaqien, Z., & Dewi, A. S. (2022). Quality of work life dan self-esteem pada kinerja karyawan. *Implementasi Manajemen & Kewirausahaan*, *2*(2), 161–175.

Erawati, A., & Wahyono, W. (2019). Peran Komitmen Organisasi dalam Memediasi Pengaruh Disiplin Kerja, Motivasi Kerja, dan Self Efficacy Terhadap Kinerja Pegawai. *Economic Education Analysis Journal*, *8*(1), 288–301.

Fauziyyah, K., & Rohyani, I. (2022). Pengaruh Self Efficacy, Lingkungan Kerja Non Fisik, dan Work Discipline Terhadap Kinerja Karyawan pada PT Semestanustra Distrindo Depo Kebumen. *Jurnal Ilmiah Mahasiswa Manajemen, Bisnis Dan Akuntansi (JIMMBA)*, *4*(3), 330–343.

Gibson, J. A., Grey, I. M., & Hastings, R. P. (2009). Supervisor support as a predictor of burnout and therapeutic self-efficacy in therapists working in ABA schools. *Journal of Autism and Developmental Disorders*, *39*(7), 1024–1030.

Haq, S., Asbari, M., Novitasari, D., & Abadiyah, S. (2022). The Homeschooling Head Performance: How The Role of Transformational Leadership, Motivation, and Self-Efficacy? *International Journal of Social and Management Studies*, *3*(1), 167–179.

Lunenburg, F. C. (2011). Emotional intelligence in the workplace: Application to leadership. *International Journal of Management, Business, and Administration*, *14*(1), 1–6.

Marwansyah. (2019). Manajemen Sumber Daya Manusia. In *Alfabeta*. Alfabeta.

Prastiwi, N. L. P. E. Y., Ningsih, L. K., & Putrini, K. P. (2022). Peran Kualitas Sumber Daya Manusia Dalam Meningkatkan Kinerja Pegawai: Self Esteem Sebagai Variabel Intervening. *Jurnal Ilmiah Manajemen Dan Bisnis*, *7*(1), 78–88.

Rafiditya, A., & Syarifuddin, S. (2020). Pengaruh Self Esteem Dan Self Efficacy Terhadap Kinerja Karyawan PT Dana Tabungan Dan Asuransi Pegawai Negeri Kantor Cabang Utama Bandung. *EProceedings of Management*, *7*(2).

Reasoner, R. . (2010). *Review of self-esteem research*. Retrieved from Www.Self-Esteem-International.Org. Retrieved from www.self-esteem-international.org

Sebayang, S., & Sembiring, J. (2017). Pengaruh self esteem dan self efficacy terhadap kinerja karyawan studi kasus di PT. Finnet Indonesia. *EProceedings of Management*, *4*(1).

Shaleh, M., & Firman, S. P. (2018). *Komitmen organisasi terhadap kinerja pegawai*. Penerbit Aksara Timur.

Syifa, S. U., & Nasir, N. (2019). Pengaruh Pelatihan Dan Pengembangan Karir Terhadap Kinerja Karyawan Pada Pt. Pegadaian (Persero) Tbk Cabang Syariah Keutapang. *Jurnal Ilmiah Mahasiswa Ekonomi Manajemen*, *4*(3), 446–458.

Taheri, R. H., Miah Md. Shipon, & Kamaruzzaman, M. (2020). Impact of Working Environment on Job Satisfaction of Employees. *EJBMR, European Journal of Business and Management Research*, *5*(6), 403–406. https://doi.org/10.36713/epra4849

Tamrin, M. H., Hasan, S., & Jannang, A. R. (2020). Pengaruh Burnout Terhadap Kinerja dengan Kecerdasan Emosional dan Self-Efficacy Sebagai Pemediasi Pada Guru SLB di Kota Ternate. *Jurnal Ilmiah Wahana Pendidikan*, *6*(2), 72–81.

Widyawati, S. R., & Karwini, N. K. (2018). Pengaruh self esteem, self efficacy dan keterlibatan kerja terhadap kinerja karyawan pada PT. Dwi Fajar Semesta Denpasar. *Forum Manajemen STIMI Handayani Denpasar*, *16*(2), 54–64.