

The Effect of Self-Efficiency on Employee Performance in Cooperative at Bali

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Abstract. The purpose of this study is to explain and explore the relationship between self-efficacy and business performance in cooperatives in Bali. The development of cooperatives in the province of Bali is very rapid so that the number of active cooperatives is 4193 spread over 9 districts / cities. The research sample was 54 cooperatives from nine cities and districts. Each cooperative represented as many as 3 employees to be respondents. So the total sample size is 162 people. Data collection using questionnaires has been distributed to 162 respondents. The data is processed using a quantitative approach assisted by SPSS 25 software. The results of the research show that self-efficacy has a significant effect on employee performance in Bali.

Keywords: Self-Efficacy, Business Performance, Cooperatives in Bali.

1 Introduction

Cooperatives are the pillars of the economy in Indonesia and as a forum for the welfare of its members in realizing a people's economy. The development of cooperatives in Bali is very fast, which is fostered by local Balinese wisdom that has developed for a long time. The development of cooperatives in Bali is proven according to data from BPS 2020 that the number of cooperatives is 4193 cooperatives spread across 9 (nine) districts and cities of Bali Province. Of that number, all of them are active and have met the requirements of cooperatives in Indonesia. The purpose of this study is to find out and explain how far the performance of its business so far has been, whether it has really prospered its members or not.

Good performance certainly requires quality and quantity as well as the best use of time. Vickery [1] revealed that performance should not be judged by indicators that overlap with the company's performance, but it is best measured from a financial and commercial perspective, because cooperatives need profits for the welfare of their members. Performance is also influenced by self-efficacy, which according to [2], the higher one's self-efficacy, the higher one's self-efficacy, the greater one's confidence in his ability to succeed in doing his job

and self-efficacy values are needed in making changes because Self-efficacy is a perspective and belief.

Factors that affect performance are self-efficacy [3]. The relationship between self-efficacy and generally positive performance is often expressed by [4], [5].

Empirically studies on self-efficacy associated with employee performance have been widely carried out including by [7]; [8]; [9]; [10] [11] However, the results of his research are quite diverse. There are those who say that self-efficacy has a negative effect on performance, there are also those who say that it has an effect.

2 Literature Review and Hypotheses

2.1 Self-efficacy

Self-efficacy is a person's ability to do work with enthusiasm and skills so that the work can be completed properly [12]. Self-efficacy is self-confidence to do work even though the work feels difficult to do, so that with self-confidence it is finally completed well [13]. The higher a person's self-efficacy, the more confident he is in his ability to carry out tasks well [14]. Conversely, if self-efficacy is low, it tends to be easy to give up and there is no confidence to complete the work.[15] Referring to the opinions that have been stated, self-efficacy is the self-confidence of an employee that he does not give up even though his work conditions are very difficult so that in the end he will be able to complete the job well.

2.2 Employee performance.

Performance is an activity carried out by a worker every working day, where the implementation is adjusted to the main tasks and functions and in accordance with standard procedures that have been determined by the organization. Good performance depends on the intentions, and abilities of the employees themselves. If the work is done with the intention to work, then good results will be achieved. Conversely, if someone does not have the confidence to be able to complete the work, then the result will not be successful. Good performance must also be followed by skills so that it will make it easier to complete the work

2.3 Hypothesis

Self-efficacy is closely related to employee performance because self-efficacy is the belief of a worker to carry out his performance so that the work can be completed properly. Bandura [12] stated that self-efficacy can improve performance well. Previous researchers have also revealed that self efficacy is indeed important in improving employee performance such as [17]; [18]; [19]; [20] [21]. Thus, the hypothesis is built as follows:

Hypothesis: Self-efficacy has a significant effect on employee performance.

3 Methods

This study uses a quantitative approach. Quantitative means to calculate the data that has been collected to find the effect between the variables used. This research focuses on the performance of cooperatives in Bali Province. Bali is one of the provinces in Indonesia which has 9 districts and cities. There developed cooperatives, amounting to 4193 cooperatives

spread across districts and cities. So the population of cooperatives in Bali is 4,193 cooperatives. From the 4,193 cooperatives, 54 cooperatives were taken as samples spread over 9 cities and regencies. Of the 54 cooperatives represented by 3 employees so that from 9 cities / districts the number of samples was 162 respondents. The sampling technique used was multistage random sampling. Data was collected by distributing questionnaires to 162 employees of the Cooperative, but in practice it turned out that the questionnaires returned 120 people while 42 more people were not willing to participate in this study. After the data is collected then it is processed using simple linear analysis with the help of SPSS 25.

4 Result and Discussion

Table 1 shows that all indicators combined in the two variables have significant values, meaning they meet validity and reliability. Furthermore, the respondents' responses are explained in Table 2 below:

Table 1. Respondents' responses

	Respondent's Answer Score										Means
	STS		TS		N		ST		SS		
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
Self Efficacy.											
● Past Experience	6	6	0	0	2	2	42	42	50	50	4.30
● Vicarious Experience	5	5	2	2	11	11	50	50	32	32	4.02
● Verbal Persuasion	5	5	2	2	8	8	40	40	45	45	4.18
● Emotional Cues	5	5	1	1	6	6	41	41	47	47	4.24
Job Performance											
● Organization and Clarity	5	5	0	0	0	0	60	60	35	35	4.20
● Analytic Way of Teaching	5	5	0	0	0	0	54	54	41	41	4.26
● Synthetic Way of Teaching	5	5	0	0	3	3	52	52	40	40	4.22
● Dynamism and Enthusiasm	5	5	0	0	8	8	42	42	45	45	4.23

Source: 2021 research results

Table 2 above shows that all indicators combined from the self-efficacy and employee performance variables have values above four. This means that in general the respondents' responses to the indicators are categorized as good, but unfortunately there are still 5 percent of respondents who express their disagreement with the 8 indicators.

Table 2. Relationship between indicators and variables

Variable	Indicator	Correlation	sign
Self Efficacy	● Past Experience	0.898	0.000
	● Vicarious Experience	0.846	0.000
	● Verbal Persuasion	0.930	0.000
	● Emotional Cues	0.926	0.000
	● Organization and Clarity	0.880	0.000
Job Performance	● Analytic Way of Teaching	0.967	0.000
	● Synthetic Way of Teaching	0.974	0.000

• Dynamism and Enthusiasm	0.942	0.000
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Source: Research Results 2021

Table 3 above shows that the relationship between indicators on the variable Self-efficacy and employee performance has a value above 8 and 9, meaning that each indicator has represented its respective variables well.

4.1 Hypothesis Testing

Testing this hypothesis is limited to two independent and dependent variables, namely self-efficacy and employee performance, where the correlation is presented in Table 3:

Table 3. Correlations

Relationship between variables	Correlation	Sig	Information
Self Efficacy Employee Performance	0.821	0.000	Significant

Source: 2021 research results

Table 3 above shows that the correlation between the self-efficacy variable and employee performance is 0.821 or 82 percent. Thus, the hypothesis that self-efficacy has a significant effect on employee performance can be accepted. Self-efficacy can improve employee performance. Furthermore, the research model is presented in the Figure below:

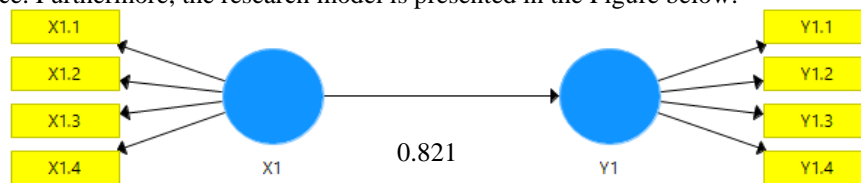


Figure 1 Research model

4.2 Self-efficacy and employee performance.

According to [22] defines the self-efficacy of a person who has the ability to work in the environment at hand. According to [23] stated that self-efficacy and work have become an integral part of us so that if we lose a job, it can reduce an individual's sense of confidence. Lunenburg [24] self-efficacy is influenced by a number of factors, among others, consisting of: The amount of individuals trust themselves in achieving the level of difficulty in their duties, the magnitude of their strengths and weaknesses regarding their belief in their abilities, the extent of their expectations in all general situations they face.

According to [25] employee performance is carrying out tasks with quality results and full of responsibility. According to [26] explain that performance is an individual's work performance which refers to the quality and quantity achieved by a person in carrying out the tasks assigned to him. Simorangkir [27] employee performance is influenced by a number of factors, including: Internal factors and external factors. According to [28], several indicators are used to measure employee performance, namely: Quality, Quantity, Punctuality.

The hypothesis proposed in this study is that self-efficacy has a significant effect on employee performance. The results showed that it was proven that efficacy had a significant

effect on employee performance. Self-efficacy has been able to improve employee performance. Indeed, cooperatives in Bali must be accompanied by the ability to do business to develop products for the welfare of its members. The cooperative principle is the ability to manage inputs, processes and outputs through good cooperation with internal and external partners.

In this study, the focus on the variable self-efficacy is associated with employee performance, which in theory is closely related to the relationship between self-efficacy and employee performance. While the results of this study indicate that self-efficacy has a significant effect on employee performance as well as other studies such as: AbdulKader Kaakeh [2020] suggests that self-efficacy has a significant effect on employee performance. Therefore, for further researchers, there are still many factors that affect employee performance such as personality variables, soft skills. To fill the research gap related to the relationship between self-efficacy and employee performance, intervening or moderating variables are needed so that self-efficacy can improve employee performance indirectly.

The contribution in this study is to provide input to practitioners on how to improve employee performance in terms of the aspect of confidence that comes from an employee even though the employee does not yet have many competent skills but has work spirit and self-confidence that he is confident that he will be able to complete his work. well. Self-confidence for every employee is very important and needed by the organization because it can affect organizational performance. Theoretically, this research focuses on the science of human resource management, but is colored by psychology, namely self-efficacy.

5 Conclusion

This study is to explain and explore the relationship between self-efficacy and business performance in cooperatives in Bali. The development of cooperatives in the province of Bali is very rapid so that the number of active cooperatives is 4193 spread over 9 districts / cities. The research sample was 54 cooperatives from nine cities and districts. Each cooperative represented as many as 3 employees to be respondents. So the total sample size is 162 people. Data collection using questionnaires has been distributed to 162 respondents. The data is processed using a quantitative approach assisted by SPSS 25 software. The results of the research show that self-efficacy has a significant effect on employee performance in Bali.

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