

Self-Efficacy, Work Environment, and Compensation on Motivation and its Affects Employee Performance

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ABSTRACT

Human resources are also very important things to pay attention to. If the human resources are good, it will also be good for the continuity of these business activities or vice versa. Basically, in a business world, it is said that the performance of a company is very dependent on the performance of its employees. The purpose of this study is to determine the effect of self-efficacy, work environment and compensation on motivation that has an impact on the performance of PT Alia Jaya Anugerah Bekasi employees. This research is descriptive quantitative, statistical calculations used in the form of simple linear regression and continued with multiple linear regression. The samples taken were employees of PT Alia Jaya Anugerah Bekasi as many as 92 respondents and used a saturated sampling method. The analytical techniques in this study are descriptive, validity test, reliability test, classical assumption test, linear regression test, coefficient of determination test and finally is a hypothesis test. The results of data analysis show that the multiple linear regression equation is $Y = 1.952 + 0.649 (X1) + 0.120 (X2) + 0.148 (X3)$ with an Adjusted R Square determination coefficient of 0.460 or 46% where the meaning is that self-efficacy (X1), work environment (X2) and compensation (X3) have a contribution effect of 46%. Meanwhile, the remaining 54% is influenced by other factors.

Keywords: Self-efficacy, Work Environment, Compensation, Motivation, Performance

INTRODUCTION

In carrying out a business activity apart from the funding capital side, the human resource factor is also a very important thing to be considered. If the human resources are good, it will also be good for the continuity of these business activities or vice versa. Basically, in a business world, it is said that the performance of a company is very dependent on the performance of its employees. Therefore, it is important for the human resources division to be able to understand the level of employee performance so that the company runs well and optimally to support the vision and mission of a company. An employee will feel motivated and proud of the achievements they get based on the performance they give to the company. This can be seen from the results that are in

accordance with the established stadium and the quality provided in work. Performance according to (Munir, et, al., 2022) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Usually, the company will see the level of performance of its employees both from sales, production or output that provides more benefits and value to the company. But sometimes not all results obtained from the performance of these employees can be achieved properly as planned due to various factors that occur in the implementation of business activities.

When viewed from the factor of self-efficacy or a person's confidence in his ability to perform certain tasks becomes very important for an employee. Bandura defines self-efficacy as an individual's belief about his or her ability to perform a task or action necessary to achieve a certain outcome. This self-efficacy is an important element in social cognitive theory. At PT Alia Jaya Anugerah Bekasi, currently the employees are more filled by new graduates who have not much experience in the world of work so it is still more frequent to ask employees who are already senior in carrying out their work, besides that there are some parts whose employees work not in accordance with their expertise. This is very influential if in carrying out their work is not motivated so that it becomes one of the factors causing employee performance to be disrupted in doing their work must make decisions quickly and precisely by the employees on duty.

The second factor can be seen from the work environment at PT Alia Jaya Anugerah Bekasi. In a non-physical work environment there is often a miscommunication between fellow employees or with direct superiors, this is also related to the physical work environment where not all employees are in the same location between the main office, warehouse, exhibition hall and workplace at the project location and the facilities available are also different in each place.

Furthermore, the compensation factor is one way provided by the company in the form of rewards, facilities, bonuses or incentives to its employees. Compensation is also a factor that can increase or decrease the work productivity of an employee. In providing compensation to employees, companies should pay more attention because compensation must have a strong, correct and fair basis. If compensation is felt to be unfair, it will cause disappointment to employees, so good employees will leave the company. Therefore, in

order to retain good employees, the compensation program is made in such a way, so that potential employees will feel valued and willing to stay in the company (Tahir, et, al., 2022).

Compensation given to employees aims to be more motivating in improving performance in the company. In its implementation at PT Alia Jaya Anugerah Bekasi. only provides compensation in the form of basic salary and holiday allowances and no other incentives obtained by employees. Instead, those who get incentives are from outside companies, and there is no health insurance (such as insurance or BPJS TK) that employees generally get.

Next is the work motivation factor of each employee who runs Every day at PT Alia Jaya Anugerah Bekasi, this is very important because work motivation is a force that causes individuals to act in a certain way. The way to increase employee motivation is to increase work motivation through training, for example holding training to improve work, providing rewards (bonuses) for outstanding employees, approaching to optimize employee performance, holding special activities to build kinship between employees and leaders. In essence, work motivation is to move and direct employees at work so as to prevent obstacles, errors and failures in work so as to improve the performance of employees who run it (Kundari, et, al., 2022). When viewed In terms of motivation, for PT Alia Jaya Anugerah Bekasi employees there is still a lack of this, it can be seen from the frequent work of employees when there are orders / not taking the initiative and more likely to only do according to their work (not yet seen loyalty), then the lack of desire to achieve the targets that have been set (in this case support for Sales) where this is a reference to the performance of employees in this company.

THEORETICAL BASIS

Management

According to (Nurdin, et, al., 2020) management is the process of planning, organization, leadership and supervision of the efforts of organizational members and the use of all other organizational resources to achieve organizational goals. This definition means that management is a unity starting from planning to supervising the use of all resources to achieve the goals of the organization.

In addition, the term management is currently a term that is often used in an organization. Organization is a system that is socio-economic-technical, which means that the system is a whole of related parts, which move, develop to a goal where humans move within and who move the system, while economics is a system activity that aims to meet human needs and technically means the use of resources in a certain way. Thus, management is a series of integrated steps to develop the organization as a system of socio-economic-technical characteristics.

Human Resources Management

Human resource management according to (Damayanti, et, al., 2022) specifically says that HR is an activity of planning, procurement, development, maintenance and use of human resources to achieve common goals both individually and organizationally.

Meanwhile, the definition of human resource management according to (Kencana & Santosa, 2022) is the science and art of managing the relationships and roles of the workforce to effectively and efficiently help realize the goals of the company, employees, and society.

From some of the definitions above, it can be concluded that human resource management is an activity or management system that holds and manages human resources who are ready, willing, and able to make a good contribution in order to work effectively to achieve goals both individually and organizationally.

Self-efficacy

The self-efficacy of a person will usually affect the individual in determining an action or decision (Darmawan, 2021). Where the action is done to achieve a goal or some things or possibilities that will be present in the future. (Musa, 2022) states Self-efficacy is one's own perception of how well oneself can function in certain situations. Self-efficacy is related to the confidence of having the ability to perform expected actions. Self-efficacy is a self-assessment, whether you can do good or bad actions, right or wrong, can or cannot do as required. Self-efficacy is different from aspiration (ideal), because ideals describe something ideal that should (can be achieved), while self-efficacy describes an assessment of self-ability.

Work Environment

In the world of work in a company there are many supporting factors that support the course of work, one of which is the work environment factor. The work environment

is very influential on the situation / situation of employees in the company in doing their work. The work environment is a condition in which a good workplace includes physical and non-physical which can give the impression of fun, safe, peaceful, feeling at home / at home, and so on. This work environment itself consists of physical and non-physical that are inherent to employees so that they cannot be separated from employee performance development efforts. A work environment that is fresh, comfortable, and meets the standards of decent needs will contribute to the comfort of employees in performing their duties. Physical work environments such as tables, chairs, office buildings, while non-physical work environments which include the friendliness attitude of employees, mutual respect when dissenting, mutual respect between employees and so on.

The work environment is closely related to the psychological factors of employee work (Pratiwi, et, al., 2023) said that what is meant by the work environment is everything that is around the worker and that can affect him in carrying out the tasks charged. For example, cleanliness, music and others. Because it can affect the work done, every company must strive in such a way that it has a positive influence on employees.

Compensation

(Prastica & Silitonga, 2022) A good reward or compensation system is a system that is able to guarantee satisfaction to its members in the organization, which in turn allows that the organization can acquire employees, maintain them, and hire a number of people with various positive attitudes and behaviors to work productively for the benefit of the organization. (Mulyani, 2021) argues that compensation is an award or reward directly or indirectly in the form of financial or non-financial that is given fairly and appropriately to employees in return for their contribution/services to the achievement of organizational goals.

Motivation

Every workforce needs to be motivated in an effort to improve performance. (Jahroni & Darmawan, 2022) said motivation is a state in a person's person that encourages an individual's desire to carry out certain activities to achieve goals. The motivation that exists in a person will manifest a behavior that is directed at the goal of achieving satisfaction goals. Thus, motivation is not observable but is inferred to exist because of something of visible behavior. Motivation must be done by leaders to their

subordinates because there is a dimension about the division of work to be done as well as possible, subordinates are actually capable but lazy to do it, provide rewards and job satisfaction.

Employee Performance

According to (Wahyudin & Astuti, 2020), employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Performance according to (Hikmah, 2020) is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work result standards, targets or objectives or criteria.

METHOD

This research is quantitative descriptive, which is to discuss the problems faced. The analysis data used is quantitative data, quantitative research is oriented towards cognitive acceptance, so that the numerical approach will be more effective in providing input as information.

The population in this study is all employees registered at PT Alia Jaya Anugerah Bekasi as many as 92 people. The method used by researchers in determining sampling using the saturated sample method, because the population is less than 100 people, the total number of samples taken as a whole is 92 people.

The activity of describing data is to describe existing data in order to obtain a real form from respondents, so that it is easier to understand researchers or other people who are interested in the results of the research conducted. The activity of describing data can be done by descriptive statistical measurements. Research instruments are categorized well if they have been tested for validity and reliability, in this study, the software used by researchers is SPSS.

RESULT

The Effect of Self-Efficacy on Motivation

The results showed a positive and significant influence of self-efficacy (X1) on motivation (Z) as evidenced by the results as follows:

The simple linear regression equation is $Y = 4.859 + 0.778 X_1$. The value of constant a of 4.859 states that the variable Self-efficacy (X_1) increases by one unit so that the variable Motivation (Z) will also increase.

The value of the regression coefficient value (b) of 0.778 (positive) shows a unidirectional influence so that if the self-efficacy variable (X_1) increases by one unit to increase the Motivation variable (Z) by 0.778 assuming the self-efficacy variable (X_1) is considered constant.

The Coefficient of Determination test based on the Table above R Square value of 0.457 means that 45.7% of the Self-efficacy variable (X_1) has an effect on the Motivation variable (Z) and the remaining 54.3% affects other factors that were not studied in this study.

Partial Hypothesis Test (t Test) Self-efficacy (X_1) affects Motivation (Z) because the sig value < 0.050 is 0.000 and t count 8.704 $> t$ Table 1.987 then H_a is accepted and H_o is rejected. This means that self-efficacy (X_1) affects motivation (Z).

The Effect of Work Environment (X_2) on Motivation (Z)

The results showed a positive and significant influence of the Work Environment (X_2) on Motivation (Z) as evidenced by the following results:

The simple linear regression equation is $Y = 9.461 + 0.544 X_2$. The value of constant a of 9.461 states that the Work Environment variable (X_2) increases by one unit so that the Motivation variable (Z) will also increase.

The value of the regression coefficient value (b) of 0.544 (positive) shows a unidirectional influence so that if the work environment variable (X_2) increases by one unit to increase the Motivation variable (Z) by 0.544 assuming the self-efficacy variable (X_2) is considered constant.

The Coefficient of Determination test based on the Table above R Square value of 0.194 means that 19.4% of the Self-efficacy variable (X_1) has an influence on the Motivation variable (Z) and the remaining 80.6% has an influence on other factors that were not studied in this study.

Partial Hypothesis Test (Test t) Work environment (X_2) affects Motivation (Z) because the sig value < 0.050 is 0.000 and t count 4.661 $> t$ Table 1.987 then H_a is accepted and H_o is rejected. This means that the work environment (X_2) affects motivation (Z).

The Effect of Compensation (X3) on Motivation (Z)

The results showed a positive and significant influence of Compensation (X3) on Motivation (Z) as evidenced by the results as follows:

The simple linear regression equation is $Y = 11.191 + 0.476 X_3$. The constant value of a of 11.191 states that the Compensation variable (X3) increases by one unit so that the Motivation variable (Z) will also increase.

The regression coefficient of value (b) of 0.476 (positive) shows a unidirectional influence so that if the compensation variable (X3) increases by one unit to increase the Motivation variable (Z) by 0.476 assuming the self-efficacy variable (X3) is considered constant.

Test Coefficient of Determination Based on the table above, the R Square value of 0.171 means that 17.1% of the Compensation variable (X3) has an effect on the Motivation variable (Z) and the remaining 82.9% affects other factors that were not studied in this study.

Partial Hypothesis Test (t Test) Compensation (X3) affects Motivation (Z) because the sig value < 0.050 which is 0.000 and t calculate $4.313 > t$ Table 1.987 then H_a is accepted and H_o is rejected. This means that Compensation (X3) has an effect on Motivation (Z).

Effect of Motivation (Z) on Performance (Y)

The results showed a positive and significant influence of Motivation (Z) on Performance (Y) as evidenced by the results as follows:

The simple linear regression equation is $Y = 17.170 + 0.165 Z$. The value of constant a of 17.170 states that the variable Motivation (Z) increases by one unit so that the variable Performance (Y) will also increase.

The regression coefficient of value (b) of 0.165 (positive) shows a unidirectional influence so that if the motivation variable (Z) increases by one unit to increase the performance variable (Y) by 0.165 assuming the self-efficacy variable (Z) is considered constant.

Test Coefficient of Determination Based on the table above, the R Square value of 0.330 means that 33% of the Motivation variable (Z) has an effect on the Performance variable (Y) and the remaining 67% affects other factors that were not studied in this study.

Partial Hypothesis Test (Test t) that Motivation (Z) affects Performance (Y) because the sig value < 0.050 is 0.023 and t count $2.751 > t$ Table 1.987 then H_a is accepted and H_o is rejected. This means that Motivation (Z) affects Motivation (Y).

Effect of Self-Efficacy (X1). Work Environment (X2) and Compensation (X3) simultaneously to Motivation (Z)

The results showed a positive and significant influence on Self-Efficacy (X1). Work Environment (X2) and Compensation (X3) to Motivation (Z) this is evidenced by the following results:

The multiple linear regression equation is $Y = 1.952 + 0.649 + 0.120 + 0.148$. The value of constant a of 1.952 states that the variable self-efficacy (X1). Work environment (X2) and Compensation (X3) are zero, then Motivation (Z) is positive 1.952.

The value of the regression coefficient of the self-efficacy variable (X1) β_1 is 0.649, meaning that if self-efficacy increases by one unit, the motivation value also increases by 0.649.

The value of the regression coefficient of the work environment variable (X2) β_2 is 0.120, meaning that if the work environment increases by one unit, motivation also increases by 0.120.

The value of the regression coefficient of the variable Compensation (X3) β_3 is 0.148, meaning that if the Compensation increases by one unit, then motivation also increases by 0.148.

Test The coefficient of determination of the Adjusted R Square value of 0.460 means 46% of the Self-Efficacy variable (X1). Work Environment (X2) and Compensation (X3) had a simultaneous influence on the variable Motivation (Z) and the remaining 54% had an effect with other factors not studied in this study.

Simultaneous Hypothesis Test (Test f) Based on Table F values count $26,857 > F$ Table 3,100. Thus Self-efficacy (X1). Work environment (X2) and compensation (X3) simultaneously affect motivation (Z). H_o was thus rejected and H_a was accepted, thus the hypothesis establishes that there is a positive and significant influence between self-efficacy (X1). work environment (X2) and compensation (X3) against motivation (Z).

CONCLUSION

Self-efficacy has a positive and significant effect on motivation seen from the calculated t value of 8,704 > t table 1,987 with sig. 0.000 < α 0.05 and test the coefficient of determination with an R Square value of 0.457 or 45.7%. This means that self-efficacy has an effect of 45.7% on motivation at PT Alia Jaya Anugerah Bekasi and it can be stated that the Ha1 hypothesis is accepted and Ho is rejected.

The work environment has a positive and significant effect on motivation as seen from the calculated t value of 4.661 > t table 1.987 with sig. 0.000 < α 0.05 and the determination coefficient test with an R Square value of 0.194 or 19.4%. This means that the work environment has an effect of 19.4% on motivation at PT Alia Jaya Anugerah Bekasi and it can be stated that the Ha2 hypothesis is accepted and Ho is rejected

Compensation has a positive and significant effect on motivation seen from the calculated t value of 4.313 > t table 1.987 with sig. 0.000 < α 0.05 and test the coefficient of determination with an R Square value of 0.171 or 17.1%. This means that compensation has an effect of 17.1% on motivation at PT Alia Jaya Anugerah Bekasi and it can be stated that the Ha3 hypothesis is accepted and Ho is rejected.

Motivation has a positive and significant effect on performance seen from the calculated t value of 2.751 > t table 1.987 with sig. 0.000 < α 0.05 and test the coefficient of determination with an R Square value of 0.330 or 33%. This means that motivation has an effect of 33% on the performance of PT Alia Jaya Anugerah Bekasi and it can be stated that the Ha4 hypothesis is accepted and Ho is rejected.

Self-efficacy, work environment and compensation have a positive and significant effect on motivation as seen from the simultaneous test value (f test) based on the calculated f value table 26,857 > f table 3,100 and the Adjusted R Square value determination coefficient test of 0.460 or 46%. This means that self-efficacy, work environment and compensation have an effect of 46% on motivation which has an impact on performance at PT Alia Jaya Anugerah Bekasi and it can be stated that the Ha5 hypothesis is accepted and Ho is rejected.

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