



The influence of self-efficacy and organizational climate on employee performance

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ABSTRACT

In this study, we investigated the relationship between organizational climate, employee performance, and employee self-efficacy. In the study's sample, there were 70 workers. Both multiple linear regression analysis and descriptive analysis were used in this study's data analysis. According to the findings of this study's significant partial test (t-test), the self-efficacy variable significantly and favourably affects employee performance. The value of t arithmetic (2.024) > t-table (1.669) and the organizational climate variable have a positive and significant effect on employee performance, as can be seen from the significance value of $0.000 < 0.05$. t-count (2.004) > t-table (1.669) has a positive and significant effect on employee performance.

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INTRODUCTION

A key element in the development of the human being is education. Education is crucial in determining whether a person is good or bad in terms of normative standards. Education is basically a conscious effort to develop one's personality and abilities inside and outside school and lasts a lifetime. Realizing this, the government is taking issues in the field of education very seriously since it is hoped that with a good education system, the next generation of quality and adaptability to live in society, nation, and state will emerge. Education is a crucial method to increase intelligence, character strength, and skill levels. To better oneself and share responsibility for the advancement of the country, one must have a strong sense of nationalism. Education is the key to creating a superior and competitive generation. Renewal and development in the field of education are very necessary to create quality education that is in accordance with the needs of a society that is always advancing and developing.

The government through the Ministry of National Education is trying to anticipate developments that occur in the current global era. Through the vision of the Ministry of National Education, education wants to make Indonesian people smart and competitive. The vision of education developed is very clear and becomes a guide for the direction of the mission so that education can build intelligent and competitive Indonesian people in a fair, quality, and relevant way for the needs of the global community. STIKOM Tunas Bangsa is one of the top higher education institutions that have the aim of educating the nation's children in accordance with the

mandate in the 1945 Constitution. In order to realize these ideals, many elements are involved in achieving these goals, one of which is the task of employees at STIKOM Tunas Bangsa. In line with community demands for the effectiveness of the implementation of the teaching and learning process at STIKOM Tunas Bangsa, employees are required to have good performance and provide the best possible service to students and parents.

According to (Noviawati, 2016) performance is to say that Performance is the outcome of an employee's quality and quantity of work in carrying out each of his responsibilities in line with the obligations and job description assigned to him. To obtain good performance from an employee, the role of superiors in supervising the performance of their subordinates is very necessary. The importance of employee performance in implementing the work program of STIKOM Tunas Bangsa is increasingly felt. This is in accordance with the opinion (Kirana & Pradipta, 2021) which claims that employee performance is defined as all work processes that are carried out, produce work results in quality and quantity, and are achieved in accordance with job desk authority to realize company goals. Meanwhile, Nawawi (2001: 97) defines performance as a comparison between the results obtained (output) with the number of sources used (input). Thus, it can be concluded that performance is the result of sacrifices made with the aim of increasing the performance of members by producing discipline for maximum results. Based on the results of the initial survey, the first variable identified that affects the performance of STIKOM Tunas Bangsa employees is Self Efficacy. According to (Noviawati, 2016) Self-efficacy is a person's sense of assurance that they can exhibit the behaviour necessary in a certain circumstance. Self-efficacy is mainly concerned with how each person views his or her own skills (Rama et al., 2023). The importance of self-efficacy will affect the effort required and in the end, it can be seen from the implementation of the work done (Ariyanto & Supriyanto, 2022). A number of studies have found that Self Efficacy is a variable that can directly affect employee performance. As shown from the results of previous studies which state that there is a strong relationship between Self Efficacy and performance (Gultom, 2021). Research from (Akhir & Setiawan, 2017) also shows a significant relationship between goal setting, self-efficacy and performance. Likewise, research results from (Z. Masrurroh, 2021) show that there is a significant effect of self-efficacy on cognitive performance when a subject has the same knowledge and experience. The phenomenon of the self-efficacy of STIKOM Tunas Bangsa employees, among others, mastery of technical work in administrative management and reporting of activities from employees is not optimal and there is still a lack of work facilities and the salary received by employees is still low.

The second variable identified that affects employee performance is organizational climate. According to the opinion (Saragih & Suhendro, 2020) argues that organizational climate is the standard of an organization's internal environment. This process, which affects how people of the organization behave, is relatively continual. It can be explained in terms of a group of traits or organizational traits (Iba et al., 2021). Please be aware that the organizational climate will vary depending on the organization (Immi & Info, 2022). These disparities will be reflected in the variety of employment created inside the organization or the types of people who work there. Almost every firm has an HR management plan (Risambessy et al., 2022). An open work environment encourages employees to voice concerns and interests without worrying about retaliation or attention. Such unhappiness can be addressed in a constructive and considerate way. However, fostering an environment of openness requires that all team members have a high level of confidence in the justice of their actions. It is crucial to establish a positive organizational climate. It influences how future members will behave because it is a person's view of the services given by the company (Nusannas et al., 2020). How effectively members are managed, developed, and rewarded by the organization determines the climate. The phenomenon that researchers can observe about the organizational commitment of STIKOM Tunas Bangsa is that employees are rarely involved in making policies related to performance so employees at work are only limited to carrying out their routine tasks, this results in employee creativity in working still less than

optimal. The method used in this research is a quantitative method. The data collection technique that the writer did in this study was to make direct observations at the location. The research was conducted to get an overview of the atmosphere of the workplace, work processes and other things that are needed and to distribute research questionnaires to the entire population. Data analysis techniques in this study used descriptive analysis and multiple linear regression analysis (Saragih & Suhendro, 2020)

RESEARCH METHOD

This research includes survey research with a quantitative approach. This method was chosen because it is in accordance with the objectives of the research, namely to obtain data by collecting information through a questionnaire, so that it can answer things that will be known about the influence between the independent variables and the dependent variable. In this study, the authors proved and were able to explain the causal relationship between variables through hypothesis testing, namely explaining the effect of independent variables, namely self efficacy (X^1), organizational climate (X^2) on the dependent variable, namely employee performance (Y) (Iba et al., 2021). All 70 of STIKOM Tunas Bangsa's employees made up the study's sample. Total sampling was employed for the sample. Total sampling, according to (Hermawati et al., 2021) is a sampling method that uses each person in the population as a sample. In this study, 70 employees or respondents made up the sample. An effort is made to collect data that will be utilized to measure each variable. An effort to gather information for variable measurement is known as data collecting. According to (Hermawati et al., 2021) conveyed "data collection methods are scientific ways to obtain valid data with the aim of being able to be tested for truth, developed a knowledge so that it can be used to solve and anticipate problems".

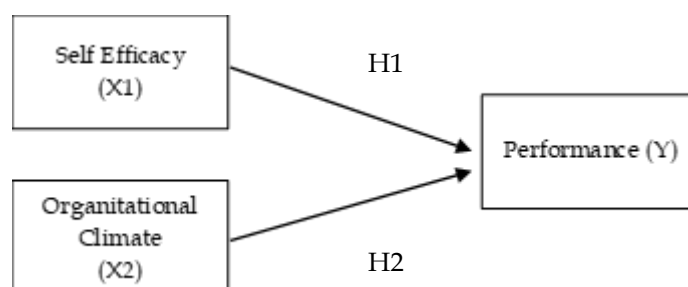


Figure 1. Research Methode

RESULTS AND DISCUSSIONS

Statistical Analysis of Multiple Linear Regression

Regression Equation

The methods of multiple regression analysis were employed to ascertain the degree of influence that the independent variables had (Self Efficacy and Organizational Climate) had on the dependent variable (Performance). The data were statistically processed for analysis and hypothesis testing using SPSS 20.0 for windows program tools. The general form of the regression equation used is as follows (Purwoko, 2018) :

$$Y = \alpha + b_1X_1 + b_2X_2 + e$$

Where :

Y = Employee Performance

X1 = Self Efficacy

X2 = Organizational Climate

A = Constant
 b1 & b2 = Regression coefficient
 e = Standart error

Based on testing using SPSS version 20.0 for windows, The following results serve as evidence for the multiple linear regression equation's conclusions .:

Table 1. Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	30.120	4.360		6.861	.000
Self Efficacy	.208	.108	.227	2.024	.047
Organizational Climate	.191	.080	.130	2.004	.020

a. Dependent Variable: Performance

Based on the test results in the table above, the regression equation $Y = 30.120 + 0.208X_1 + 0.191X_2$ is obtained. These equations it is explained as follows (Siregar & Suhendro, 2019) : (a) A constant of 30.120 indicates that there is an employee performance value of 30.120 points in the absence of self-efficacy and organizational climate. (b) The self-efficacy regression coefficient is 0.208, this number has a positive effect, meaning that every time there is an increase in the influence of self-efficacy by 0.208, the employee's performance will also increase by 0.208. (b) Organizational climate regression coefficient is 0.191, this number has a positive effect, meaning that every time there is an increase in organizational climate of 0.191, employee performance will also increase by 0.191 points.

Hypothesis Testing (F Test)

The results of the F test in this study can be presented as follows (Wijayanto et al., 2021):

Tabel 2. F Test Results Simultaneous Significance

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	1141.575	2	280.525	16.457	.000 ^a
Residual	96.425	66	1.461		
Total	1238.000	69			

a. Predictors: (Constant), Self Efficacy, Organizational climate

b. Dependent Variable: Performance

Source: Processing Result SPSS 20.0 (2021)

Based on the test results in the table above, the calculated F value = 16,457 with a significance of 0.000. It can be obtained the calculated F value > F table or (16,457 > 1669). It may be inferred that the independent variables, namely Self Efficacy (X^1) and Organizational Climate (X^2), together have a positive and significant effect on the Performance variable at the level of significance ($0.000 < 0.05$) with the hypothesis H_0 rejected and H_a accept

Parcial Significance Test (T-Test)

The t-test was conducted to partially test whether Self Efficacy (X^1) and Organizational Climate (X^2) partially or each had a significant effect on Performance (Y). The Testing Criteria are (Irawan et al., 2020): (a) $H_0 : b_1, b_2, b_3 = 0$, meaning that part there is no positive and significant effect of the independent variable on the dependent variable, (b) $H_0 : b_1, b_2, b_3 0$, This means that

part there is a positive and significant effect of the independent variable on the dependent variable.

The decision-making criteria are: (a) H_0 is accepted if $t\text{-count} < t\text{-table}$ at $\alpha = 5\%$, (b) H_0 is rejected if $t\text{-count} > t\text{-table}$ at $\alpha = 5\%$

Table 3. Partial Significant Test Results (t Test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	30.120	4.360		6.861	.000
Self Efficacy	.208	.108	.227	2.024	.047
Organizational Climate	.191	.080	.130	2.004	.020

a. Dependent Variable: Performance

Source: Processing Result SPSS 20.0 (2021)

Based on the above test results obtained (Risambessy et al., 2022): (a) The Self Efficacy variable significantly and positively affects the employees of STIKOM Tunas Bangsa's performance. The value of t arithmetic (2.024) $>$ t -table (1.669) indicates that if self-efficacy is raised, employee performance will also rise, as can be observed from the significant value of $0.047 < 0.05$. (b) At STIKOM Tunas Bangsa, organizational climate variables have a favourable and significant impact on employee performance. The significant level of $0.000 < 0.05$ and the value of t count (2.004) $>$ t -table (1.669) demonstrate this. If the organizational climate is improved, employees' performance will also improve.

Classical Assumption Test

The classical Assumption Test is used to determine whether a model is practical for use in research or not. The following are examples of the traditional Assumption Test utilized in this study :

a. Normality Test,

To determine if the data distribution adheres to or resembles the normal distribution, one must do a normality test. The Kolmogorov Smirnov method was employed to do the normalcy test. A significant value of 5% when employing a significance threshold of 5% indicates that the residual variance is normally distributed if the value of Asymp. sig. (2-tailed) above is significant (Maha Putra, Mukharom, 2021). Examining the histogram graph and the normal plot graph, which contrast two data with distributions that are similar to a normal distribution, is one way to see normality (Fauzi, 2020).

Normal P-P Plot of Regression Standardized Residual

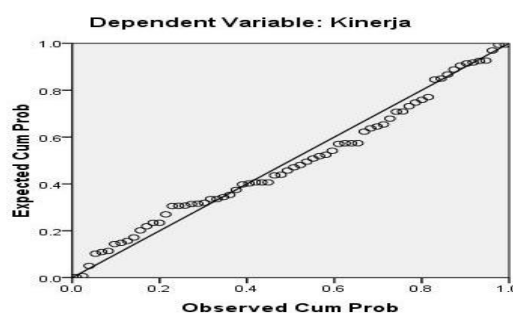


Figure 2. Normal test result P-P Plot

The figure above shows that the scatter plot shows points that follow the data along the diagonal line. This shows that the researcher's residuals are normal.

b. Multicollinearity Test,

Finding out whether the data display multicollinearity symptoms or not is the goal of the multicollinearity test. To achieve this, examine the tolerance value and the Variance Inflation factor (VIF) (Purwoko, 2018). where the issue variable is if either the VIF value or the tolerance value is > 0.1 or the VIF value is < 10 . (Hermawati et al., 2021).

Table 4. Multicollinearity Test Result

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
Self Efficacy	.226	1.434
Organizational Climate	.232	1.600

a. Dependent Variable: Performance

Source: Processing Result SPSS 20.0 (2021)

There is no multicollinearity between the independent variables in this regression model, which can be inferred from the coefficients table where each independent variable has a tolerance value > 0.1 and a VIF value < 10 .

c. Heteroscedasticity Test,

A regression model's inequality and the variance of the residuals between different observations are to be determined using the heteroscedasticity test (Setiawati, 2021). A good regression model is one with homoscedasticity or no heteroscedasticity (Irawan et al., 2020). To evaluate how the Glejser test handled the heteroscedasticity test, the following observations are made. The absolute value of the residual should be regressed to the independent variable, according to Glejser (Wahyono, 2019). Heteroscedasticity is indicated if the independent variable has a statistically significant impact on the dependent variable.

Table 5. Heteroscedasticity Test Result

Model	Tolerance	VIF
(Constant)		
Self Efficacy	.236	.814
Organizational Climate	1.775	.081

a. Dependent Variable: Performance

The independent variables (Self Efficacy and Organizational Climate) that statistically substantially influence the absolute dependent variable Ut are shown in the table above (abs Ut). This can be seen from the probability of X^1 (0.310 and X^2 (0.081) above the 5% (0.05) confidence level, the regression model does not result in heteroscedasticity, it can be said.

CONCLUSION

The results of the study show that self efficacy and organizational climate have a positive and significant effect on employee performance. Based on the findings from the estimated F value = 16,457 with a significance of 0.000, the variables Self Efficacy (X_1) and Organizational Climate (X_2) jointly have a positive and significant effect on the Performance variable (Y). For (16,457 $>$ 1669) or the estimated F value $>$ F table. as well as the level of significance (0.000 $<$ 0.05) when the hypotheses H_0 and H_a are accepted and rejected, respectively. Employee performance at STIKOM Tunas Bangsa is significantly and partially influenced by self-efficacy by 0.227 or 22.70% with t-count (2.024) $>$ t-table (1.669). At STIKOM Tunas Bangsa, the organizational climate has a 0.130 or 13.000% positive and substantial impact on employee performance (t-count (2.017) $>$ t-table)

(1.669). Based on research experience while conducting this research, the researcher realizes that the results of this study are not perfect and have many limitations that affect the expected results. Therefore, it is hoped that these limitations will be given more attention for future studies. Some of the limitations in this study include. It is recommended for further research to examine other variables that have not been studied in this study, conduct research with respondents other than STIKOM Tunas Bangsa, for example in private organizations or other orders to obtain different and better results and conduct research on different objects and reproduce data, both quantitative data from questionnaires, or data obtained from other methods such as direct and indirect (online) interviews with employees/employees in government agencies/other private agencies.

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