



## Influence Employee Engagement and Self-Efficacy on the Performance of Proklamasi 45 University Employees

Naufa Setyowati<sup>1</sup>, Niken Widayastuti<sup>2</sup>, Diana Anggraini Kusumawati<sup>3</sup>

<sup>1,2,3</sup>Management, Universitas Proklamasi 45, Yogyakarta, Indonesia

<sup>2</sup>Email: [widyastutiniken@up45.ac.id](mailto:widyastutiniken@up45.ac.id)

### **Abstract.**

*The purpose of this study is to ascertain how Proclamation 45 University's employee performance is impacted by employee engagement and self-efficacy. 57 employees were surveyed for this study. Multiple regression analysis was employed in this investigation. Make use of 0.05 as a valid value. The multiple regression equation,  $Y = -0.419 + 0.496X1 + 0.257$  Proclamation 45 University, is derived from the computation and analysis of the data used. It is possible to draw the following conclusions from the above findings. (1) Proclik 45 Employee performance in higher education is positively impacted by employee engagement. This implies that improved employee performance will follow from high employee engagement. (2) Employee performance and self-efficacy are positively impacted by Proklamasi 45 University. This implies that employee performance will be even higher when self-efficacy is high. (3) At Proklik 45 University, employee performance is positively impacted by self-efficacy and employee engagement. This implies that when self-efficacy and employee engagement are high, employee performance will likewise be high. It is anticipated that Universitas Proklamasi 45 will keep working to raise employee self-efficacy and engagement in order to raise employee performance.*

**Keywords:** *Employee Engagement, Self-Efficacy, Employee Performance.*

## **INTRODUCTION**

Human resources (HR) are the most important asset for every organization. The success of regional, provincial, and national development depends on human resources (Hadi, 2023). Human resources in businesses are also crucial to their success, which is frequently demonstrated by how well they perform. Human resources are the brains, planners, and implementers of an institution or organization to achieve planned goals. Even though the tools used in an organization are very sophisticated, goals cannot be achieved without the active role of employees. No matter how sophisticated technology, information, and resources are, without human resources, it will be difficult to achieve organizational goals.

Every organization wants to hire the highest-performing employees. In other words, when employees perform well, the organization will also perform well. If the performance of the employees is good, then any organization can easily achieve its organizational goals and increase the organization's income. The performance provided by employees is a form of actual performance that is expected to complete their work. When organizations know how to make employees feel connected and engaged,

employee performance will improve. Dedicated employees usually give their best to the organization. When employees are engaged, they feel more comfortable at work, more loyal, and more invested in the organization. Many factors influence employee performance, including work morale, salary, work environment, organizational culture, leadership style, work motivation, work support facilities, collaborative co-workers, and work commitment.

Employee engagement affects employee performance. The word "engagement" is widely used to refer to nearly any kind of interaction. Employee involvement is the extent to which a person is willing to dedicate themselves to their work, devote their time, skills, and energy to it, and view their work as the primary aspect of their lives (Sembiring et al., 2023). Employee engagement indicates that workers genuinely care about their work and feel a sense of responsibility toward the company, reflecting their emotional commitment to the organization and its goals (Hanan et al., 2024).

Each employee's self-attachment at work, manifested physically, cognitively (mentally), and emotionally, is referred to as engagement (Alan, 2019). According to Asare et al. (2017), engagement can also be described as the concurrent behavior of an employee who enjoys their job and people physically, mentally, and emotionally while performing at their highest level. Technological advancements undoubtedly push businesses to adapt, and in order to achieve the greatest outcomes, they must continue to uphold the culture of employee engagement (Lawless et al., 2017). Businesses require human resources with deep, specialized skills, broad knowledge, and the ability to solve complex problems, particularly in light of the recent technological advancements that push all staff members to grow and adapt as well (Nusannas et al., 2020).

In the current globalization era, it is critical for organizations to increase employee engagement. Institutions will benefit from this if they are successful in overcoming it. Employee retention and reluctance to leave a facility are positively impacted by high levels of employee engagement. Work engagement, as defined by Skaalvik and Skaalvik (2014), is "a state of fulfillment of persistent positive affective motivation, which is characterized by the three components of strength, dedication, and absorption."

Increased engagement at work is associated with high self-efficacy in workers' perception of demands and issues as challenges rather than obstacles (Haq et al., 2022). Self-efficacy is one strategy to attain peak performance. Self-efficacy is crucial for enhancing worker performance because it fosters confidence in one's ability to finish the

tasks assigned by the boss on schedule. The belief that one can accomplish particular tasks, get specific results from those tasks, and generate specific outcomes from one's actions is known as self-efficacy. Previous studies have demonstrated that, among other positive work behaviors, self-efficacy has a positive effect on employee engagement and performance (De Clercq et al., 2018).

When employees have high self-confidence, they believe that their employees are confident when they are confident. Skills required to do the job. He is able to make the necessary efforts and has no obstacles in achieving the expected level of performance. On the other hand, employees lack confidence in how hard they work and do not have enough control over their environment to be successful. If employees have high self-confidence and perform well, it can be concluded that self-efficacy can influence employee performance.

Based on the opinion above, the author concludes that member creativity is very necessary to improve organizational performance and increase profits. Agencies that have self-confidence and strong work abilities try to make their employees' work easier and hope that this can provide benefits to the institution. Therefore, utilizing organizational assets to improve employee performance requires creative efforts in setting organizational goals. It can be concluded that employee self-efficacy and engagement influence employee performance.

## **LITERATURE REVIEW**

### **The Human Resources**

One of the broad subfields of management, which encompasses planning, organizing, implementing, and controlling, is human resource management (HR). Production, marketing, finance, human resources, and functions/areas are all examined in this process. The term "human resource management" refers to the systematic collection of diverse research experiences in the field of human resources (HR), given the growing significance of HR in accomplishing business objectives. The term "management" describes a body of information regarding the proper management of human resources. (2020, Fadhil)

### **Employee Engagement**

According to (Aldira et al., 2023), employee engagement refers to the positive feelings that people have towards their work. This can be measured from the willingness

to use skills and energy and is reflected in behavior where the person feels interested and focused in completing the task. He has a feeling for what he does and is very passionate about his work.

In professional life, the term engagement is used to describe the state of someone who feels involved in their work. This creates a positive and enthusiastic atmosphere, encouraging high levels of self-motivation and motivation to achieve high performance. Employee engagement means employees feel connected to their organization and voluntarily advocate and support the organization.

#### Dimensions and Indicators Employee Engagement

According to (Akbar et al., 2023), there are 3 dimensions or characteristics of Employee Engagement, including:

##### 1. Enthusiasm (Vigor)

A state full of high energy and mental toughness in carrying out work through several indicators as follows:

- a. Has high energy.
- b. Have mental toughness.
- c. Give your best effort.
- d. Persist in the face of adversity.

##### 2. Dedication (Dedication).

A significant feeling towards work and full attention and interest in doing work, dedication includes several indicators as follows:

- a. High enthusiasm.
- b. Provide inspiration.
- c. Feel proud.
- d. Likes challenges.

##### 3. Appreciation (Absorption).

The description of the behavior of employees who give full attention to their work and are involved in a preoccupation with work includes several indicators as follows:

- a. Full concentration.
- b. Happy to be involved in work.
- c. Feel like time goes by fast when working.
- d. Every day, the resulting performance will be different from the friends you are attached to (engaged).

## **Self-Efficacy**

Self-efficacy, according to Augustin et al. (2021), is a self-assessment of one's ability to perform good or bad actions, right or wrong, or to carry out a task as directed. Self-efficacy is the conviction that one can accomplish a goal by doing something right, appropriate, and good. Self-efficacy is the basis for the development of motivation, emotions, and personal achievements and is a critical component in determining self-regulation (Steinbauer, 2018).

Self-efficacy, according to Khaerana (2020), is the conviction that one can control or overcome present and future circumstances by utilizing all of one's talents, potential, and tendencies and combining them in specific ways.

According to (Yanti et al., 2023), individuals use four important factors to develop self-efficacy:

- a. Experience of Success: The experience of success is a step in the past. As a resource, past experience is the strongest regulator of self-efficacy. Good performance raises expectations of self-efficacy, while failure lowers expectations of self-efficacy.
- b. Other people's experiences: Self-efficacy increases when individuals observe the success of other people; when they see other people have the same ability to achieve success in a field or task through diligent effort, the individual will also believe that he is capable of doing the same thing in that field.
- c. Verbal persuasion: Verbal persuasion guides individuals by providing, advising, and directing so that they can strengthen their beliefs regarding their personal abilities, which can help them achieve their desired goals.
- d. Emotional condition: The emotional state after carrying out the activity will influence self-efficacy in carrying out their activities. Strong emotions, fear, anxiety, and stress can reduce self-efficacy, but high emotions (in moderate amounts) can increase self-efficacy.

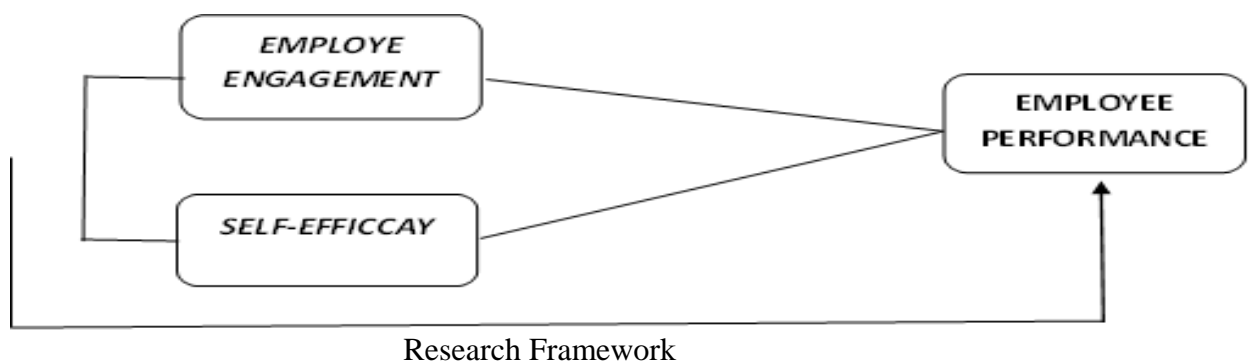
## **Employee performance**

Performance is derived from the terms "work performance" or "actual performance" and describes the labor or services that an individual genuinely performs, claim Sucahyowati et al. (2020). Performance (work output) is the term used to describe the caliber and volume of work products that employees produce when they fulfill their assigned tasks.

Performance is defined as the outcome generated by a person, a team, or an item offered as a good or service (Supriyadi et al., 2020). Performance is also the outcome of work that can be done by individuals or groups within an organization in line with their individual responsibilities and authority in order to accomplish organizational goals.

According to (Sucahyowati & Hendrawan, 2020), the factors that influence performance are:

- a. **Effectiveness and Efficiency:** An activity is said to be effective if it ultimately achieves certain goals. However, even though results are not sought, activities that evaluate the importance of the results are achieved, thereby generating a sense of satisfaction. Even though it is effective, it is also said to be inefficient. On the other hand, an activity is said to be efficient if the expected results are not important and not trivial.
- b. **Authority (Authority):** Authority is a type of communication or command that members of an organization have towards other members in a formal organization to carry out work activities in accordance with their contributions. These orders determine what can and cannot be done in an organization.
- c. **Discipline:** Discipline refers to compliance with applicable laws and regulations. Therefore, employee discipline refers to activities aimed at ensuring that employees comply with employment agreements with the organizations where they work.
- d. **Initiative:** Initiative is the ability to think and be creative in putting forward ideas to plan something related to organizational goals.



The hypothesis of this research:

H1: Employee engagement has a positive impact on employee performance

H2: *Self-efficacy* has a positive impact on employee performance

H3: Employee Engagement And Self-Efficacy have a positive effect on employee performance

## **METHODS**

Data and analysis reveal research methods, and this study employs quantitative research methods. Research that is grounded in positivism and used to examine particular populations or samples is known as quantitative research. Typically, the sampling method is used at random. To test established hypotheses, data collection employs quantitative/statistical research and data analysis tools.

A population is a group of people, things, ideas, or phenomena. According to (Ramadhan et al., 2023), the author can conduct research on each group member to determine the group's characteristics. All Proclamation 45 University employees made up the study's population. According to information gathered from researchers in Proklamasi 45 University's human resources department, the university has 132 employees, including 56 staff members and 76 lecturers. The findings of these computations indicate that 57 employees' samples must be examined.

## **RESULTS**

### **A. Validity Test**

A questionnaire's validity is assessed using the validity test. The questionnaire statement will disclose something that the questionnaire will measure if it is considered valid (Santri et al., 2023). A private correlation between each indicator and the overall variable score is used for validity testing. In this validity test, the instrument is deemed valid at a significance level of 5% if the value of  $r\text{-count} > r\text{-table}$ ; if  $r\text{-count} < r\text{-table}$ , the instrument is deemed invalid. The  $r\text{-table}$  is 0,260 since  $Df = N-2 = 57-2 = 55$ .

All variables have a calculated  $t$  value larger than the  $t$  table, according to the results of data processing using the SPSS analysis tool. This indicates that the employee engagement, self-efficacy, and performance variables satisfy the validity requirements.

### **B. Reliability Test**

A questionnaire is an indicator of a variable or construct, and reliability is a tool for measuring it. If a respondent's response to a statement remains constant or stable over time, the questionnaire can be considered dependable. In 2023, Santri et al. If Cronvbach Alpha is greater than 0.60, a variable or construct can be deemed reliable. All variables have a Cronvbach Alpha value  $> 0.60$ , according to the data processing results using the SPSS analysis tool. This indicates that the employee performance, self-efficacy, and engagement variables satisfy the reliability requirements.

### C. Multiple Linear Regression Analysis

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.419	1.137		-.369	.714
	EMPLOYEE ENGAGEMENT	.496	.079	.665	6.311	<.001
	SELF-EFFICACY	.257	.088	.308	2.923	.005

a. Dependent Variable: KINERJA KARYAWAN

From the table above, the following values can be seen:

Constant (a): -0,419

Employee Engagement (X1) : 0, 496

Self-Efficacy (X2) : 0, 257

The results can be formulated as follows for the multiple regression equation:

$$Y = -0,419 + 0, 496X_1 + 0, 257 X_2$$

After interpreting the results of the multiple linear regression equation for each value found, it can be concluded that there is a multiple linear regression equation

$Y = -0,419 + 0, 496X_1 + 0, 257 X_2$ . The constant value (a) is -0.419 in the negative category, indicating that if variable Y increases, then variable X1 has a positive regression on employee performance, with a regression coefficient of 0.496, so if Employee Engagement is increased per unit, it will cause an increase in employee performance of 0.496. Meanwhile, variable X2 also has a positive and significant coefficient on employee performance, with a regression coefficient of 0.257, so if Self-Efficacy, an increase in unity will cause an increase in employee performance of 0.257.

### D. Partial Determination Test (R<sup>2</sup>)

According to (Santri et al., 2023), the coefficient of determination (R<sup>2</sup>) describes the variation of the independent variable in explaining the variation of the dependent variable. When the dependent variable approaches 0, there is little influence on the independent variable. Then, if it is close to 1, it has a big influence on the independent variable. Multiple linear regression gets better if the coefficient of determination approaches 1 and the similarity increases and increases in value with the total independent variables

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.959 <sup>a</sup>	.919	.916	2.330

a. Predictors: (Constant), SELF-EFFICACY, EMPLOYEE ENGAGEMENT

Source: SPSS data processing version 2020

Variable employee engagement (X1) and self-efficacy (X2) can explain employee performance (Y) as 0.919 (91.9%) according to the R coefficient value.



## E. Classical Assumption Test

### Multicollinearity Test

In order to determine whether the regression model detects any correlation between independent variables, the multicollinearity test is used. According to Karimah and Astuty (2023), a good regression model shouldn't display the correlation between independent variables. Examine the tolerance value and the inverse Variance Inflation Factor (VIF) to identify multicollinearity. Multicollinearity is not present if the VIF value is less than 10 or the tolerance value is greater than 0.10. Multicollinearity has occurred if the VIF value is greater than 10 or the tolerance value is less than 0.10. The data processing results indicate that there are no signs of multicollinearity because the tolerance value is greater than 0.10 and the VIF value is less than 10.

### Heteroscedasticity Test

The heteroscedasticity test aims to show that there is unequal variance in each observation (Santri et al., 2023). In this study, the Glesjer test was used to determine whether heteroscedasticity exists or not. In the Glesjer test, it was found that in variable 1, there is a big value. equal to 0.440, which is greater than 0.05, and on variable X2, there is a sig value. of 0.884, which indicates that there are no symptoms of heteroscedasticity. So, this regression model is suitable for use for variables of Employee Engagement And Self-Efficacy related to employee performance.

## Hypothesis Testing

### A. T- Testing

This test aims to determine whether there is an impact on Employee engagement and Self-efficacy on employee performance. By comparing the t-count with the t-value, it will be known whether employee engagement and Self-efficacy influence performance. The magnitude of t-table is  $df=N-k = 57-3 = 54$  obtained t-table amounting to 1.674

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	-.419	1.137		-.369	.714
	EMPLOYEE ENGAGEMENT	.496	.079	.665	6.311	<.001
	SELF-EFFICACY	.257	.088	.308	2.923	.005

a. Dependent Variable: KINERJA KARYAWAN

Source: Data processing SPSS version 2020

Based on the table above, the t-test results can be interpreted as follows:

1. On influence testing Employee Engagement on employee performance, the t value is obtained count amounting to 6,311 due to t-count greater than t-table (1.674), then it

can be declared a variable Employee Engagement has an impact on employee performance.

2. On influence testing Self-Efficacy on employee performance, the t value is obtained amounting to 2,923 due to t-count greater than t-table (1.674), then it can be declared a variable Self-Efficacy has an impact on employee performance.

### **B. F- Testing**

The F test aims to prove whether the effect of Employee Engagement And Self-Efficacy whether or not it has an influence on employee performance. Simultaneous (comprehensive) hypothesis testing using the F test, namely by means of the F value and comparison with the F value.

<b>ANOVA<sup>a</sup></b>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3324.479	2	1662.240	306.101	<.001 <sup>b</sup>
	Residual	293.240	54	5.430		
	Total	3617.719	56			

a. Dependent Variable: KINERJA KARYAWAN

b. Predictors: (Constant), SELF-EFFICACY, EMPLOYEE ENGAGEMENT

Source: SPSS data processing version 2020

Based on the table above, F is obtained equal to 306.101, which is greater than the F- table with  $df_1 = k-1 = 3-1 = 2$  and  $df_2 = n-k = 57-3 = 54$ , which is 3.16. This shows that Employee Engagement And Self-efficacy influence employee performance. Likewise, the probability number shows  $0.001 < 0.05$ , meaning  $H_0$  rejected and  $H_1$  accepted.

## **DISCUSSION**

An important area of study in human resource management is the connection between job engagement, self-efficacy, and employee performance. Vigor, dedication, and absorption are all aspects of job engagement that motivate workers to be more proactive and productive and have positive working relationships. In the meantime, self-efficacy, that is, the conviction that one can accomplish tasks, increases self-assurance, resilience to adversity, and the desire to learn more. Self-efficacy is a personal characteristic that sets each person apart, and shifts in self-efficacy can lead to behavioral changes, particularly in accomplishing tasks and objectives (Chen et al., 2020; Dissanayake et al., 2019; Donohue et al., 2020; Huang et al., 2018). One element that is crucial to initiatives to boost competitiveness is employee engagement.

When combined, these two elements have a synergistic effect on worker performance. Employees who are emotionally invested in their work and have confidence in their skills are typically more driven, results-driven, and able to positively influence

their colleagues. Organizations can boost employee welfare programs, constructive criticism, supportive leadership, and training to increase job engagement and self-efficacy. The organization becomes more competitive in the market as a result of this combination, which also enhances individual performance and fosters an excellence-oriented work culture.

## **CONCLUSION**

Based on the results of the analysis and discussion in the previous chapter regarding Employee Engagement And Self-Efficacy Concerning the Performance of Proklamasi 45 University Employees, it can be concluded as follows:

1. Variable employee engagement has a positive impact on employee performance at Proklamasi 45 University.
2. Variable Self-Efficacy has a positive impact on employee performance at Proklamasi 45 University.
3. Variable Employee Engagement And Self-Efficacy have a positive effect on employee performance at Proklamasi 45 University.

## **LIMITATION**

There are several suggestions for future researchers who are interested in exploring the themes of employee engagement and self-efficacy regarding employee performance. The researcher himself used a nonprobability sampling technique, which was accidental sampling. Using the Slovin formula, namely 57 employees. It is hoped that the next researcher will have more respondents and the research results will be better. Future researchers may consider other factors besides Employee Engagement (employee involvement) and Self-Efficacy (self-confidence) discussed by the author or different dimensions or indicators, such as including work environment variables as moderating variables to gain new insights that other researchers hope can be used in the future to relate to the latest theories.

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