



THE INFLUENCE OF TRAINING AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE WITH SELF-EFFICACY AS A MEDIATION VARIABLE IN PDAM BANTUL

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ABSTRACT

The purpose of the paper to understand the influence of training and job satisfaction on employee performance and self efficacy as mediation This paper will give understanding in a deep factor what variable self efficacy direct or through mediation. This study used a quantitative approach. Primary data collection using survey methods. Data collection used sourced database from the Google Scholar publication using keyword "influence training, job satisfaction, self efficacy " obtained 20 articles that have been evaluated in study this. Implementation from the article about the influence of training and job satisfaction on employee performance and self-efficacy as mediation Literature will show various types, different influences, and different levels of self-efficacy. The result showed that role training employee and job satisfaction from several reviews literature proven to have no influence self efficacy, besides That commitment organization is also deep literature this is also affected by influence and job satisfaction and is not proven influence self efficacy. This thing becomes findings in study this and can become a conceptual research framework empirical

Keywords: *training, job satisfaction, on employee performance, self efficacy.*

1. Introduction

Human Resources (HR) is a valuable asset in an organization, government agency or company, because HR is a major driver of the organization. Human resources need to be managed optimally and continuously, so that human resources can improve their competence along with the times. Thus, human resources have an important role in determining the success of the company. To prepare human resources is not only seen in terms of quantity, because the availability of sufficient human resources does not necessarily illustrate a guarantee that the results achieved will be effective and efficient.

Organizations need to improve their performance effectively and efficiently in the current era of global development. Performance is the result of employee work both in quality and quantity measured by the company based on the company's operational provisions (Susanto, 2019). Employee performance is the result or work behavior of a person in a certain period of time, both qualitative and quantitative, both individually and in groups that make a good contribution to the organization (Jessie Steven & Partono Prasetyo, 2020). Problems that occur in the organization are the responsibility of management to maintain the performance of its employees. Training is the most important human resource technique in improving employee

work competence. Training is intended to equip employees with the right skills and ways to use work equipment (Sutrisno cite in Savitri, 2015).

Another factor that affects employee performance is job satisfaction. Job satisfaction is a common attitude of an individual towards job. Job satisfaction is a real behavior produced by several people as a result of work in quality and quantity obtained by employees in accordance with the responsibilities given to them (Jufrizen & Sitorus, 2021).

One of the reasons in this study is that there is a gap between previous studies, so it needs to be studied further to determine the effect of training and job satisfaction on employee performance. Previous research gaps are seen in the following research results: the results of research by Widiachandra (2021) and Daning et al., (2016) stated that training did not have a positive and significant effect on employee performance. the results of this study are different from the results of research from Khastelia Hartomo & Saleh Luturlean (2020) which shows the results that training has a significant effect on employee performance. Based on the results of research by Daning et al., (2016) and Purnamarini, (2021) shows that job satisfaction has a positive and significant effect on employee performance. research results Azhari et al., (2021) stated that satisfaction has a positive influence on employee performance but does not have a significant effect. However, the results of this study are different from Azhari et al., (2021) the results of the study show that job satisfaction does not have a positive and significant influence on employee performance.

2. Literature Review

2.1. Job performance

Previous literature Wastuti, (2018) highlights the importance of employee performance as one of the key variables affecting organizational success, so it is important for companies to always and study this topic regularly to assess the success of performance in organizations. The terms performance and employee performance have the same meaning, which comes from two words, namely achievement and work, where the term achievement has the meaning of what has been done (Herdiyanti & Assery, 2021). Performance is the result of an employee's work based on targets, standards and criteria according to mutual agreement and in a certain period (Rivai, 2020). Performance is the result of a person's work in the form of quantity and quality that has been achieved in accordance with organizational goals (Caissar et al., 2022). Performance definition describes the level of performance of an activity program or policy in achieving the goals, objectives, vision, and mission set out in the strategic plan (Nabawi, 2019).

2.2. Training

Training is the most important human resource technique in improving employee work competence. According to Sutrisno, (2009: 109) (in Savitri, 2015) suggests that training is intended to equip employees to use the right skills and ways to use work tools. According to Dessler (2018) in his book suggests that Training is giving or current employees the skills they need to do their jobs. Training consists of the organization of planned efforts to help employees acquire work-related knowledge, skills, abilities, and behaviors, with the aim of applying these to work (A. Noe et al., 2017).

2.3. Job Satisfaction

Job satisfaction refers to a person's satisfaction from factors related to his job (Seema et al., 2021). Job satisfaction is a person's attitude to their work that reflects both positive and negative experiences towards their work (Bahri & Nisa, 2017). So from the above understanding it can be concluded that job satisfaction is an attitude that a person has towards his job which is caused by the values embedded in a person. The higher the values that suit him, the employee will feel satisfied with his work.

2.4. *Self efficacy*

According to Bandura (2013) suggests that self-efficacy is an individual's subjective consideration of his ability to formulate actions that are expected to complete the specific tasks at hand. Self-efficacy is not related to personal use of skills possessed by individuals, but rather to self-evaluation of what can be done from what can be done, without being related to skills possessed. The basic concept of self-efficacy theory is the problem of the belief that each individual has the ability to control his thoughts, feelings and behavior. Using it thus self-efficacy is a matter of subjective perception. Self-efficacy does not necessarily describe actual abilities, but is related to using the beliefs of the individual.

Hypothesis

H1: Training has a significant effect on employee performance.

H2: Training has a significant effect on self-efficacy.

H3: Job satisfaction has a significant effect on employee performance.

H4: Job satisfaction has a significant effect on self-efficacy.

H5: Self-efficacy has a significant effect on performance.

3. Research Methods

This study used a quantitative approach. primary data collection using survey methods. This research begins with a hypothesis and involves procedures that are in accordance with certain data sources; therefore, this research includes confirmatory research that aims to test a theory or hypothesis in order to strengthen or even reject the theory or hypothesis of pre-existing research results.

The designed questionnaire was developed after referring to several previous studies that included selected construct measurement scales. The dependent variable is employee performance measured in twelve item scales developed by. According to Robins in (Nur Safitri & Kasmari, 2022). In addition, to measure training, this study used twelve items taken from (Tarigan et al., 2021). To measure satisfaction using ten items taken from article (Widodo cite in Nabawi, 2019) Finally, to measure self-efficacy, ten items were developed based on Bandura's research in (Khaerana, 2020). All selected measurement scales were reported to have acceptable reliability with Cronbach alpha values higher than 0.70.

4. Research Findings and Discussion

The results of the distribution of respondents based on the education of the most respondents, 45.8% have an S-1 academic education. Respondents with a diploma education as much as 16%, and those with a high school education as much as 33%. In addition, the distribution of respondents by age, most respondents, namely 41%, were aged between 31-39 years. The distribution of respondents based on the length of service of most respondents worked over 11 years.

4.1. *Test validity and reliability*

A validity test item is said to be valid if the value of r is calculated $> r$ table 0.284 (2 tails; $n=48-2$; $\alpha=0.05$). The test resulted in training (0.293 to 0.673), job satisfaction (0.418 to 0.762), performance (0.601 to 0.746) and *self efficacy* (0.617 to 0.722) > 0.284 meaning that all items are valid. Cronbach's Alpha training (0.838), job satisfaction (0.869), performance (0.926), and *self efficacy* (0.907) > 0.60 or a reliable instrument.

4.2. *Classical Assumption Test*

The results of the classical assumption test (Table 1) showed no heterokedasticity (Glejser test, $p>0.05$), and normality was also met (Kolmogrov-Sminorv test, Asymp. Sig. $>$

0.05). Multicolonicity did not occur in regression models with a tolerance of > 0.10 and a VIF of < 10.

Table 1

Ind.	Dep.	Multicollinearity		Glejser Test	Kolmogorov-Smirnov Test
		Toll.	VIF	Sig.	Asymp.sig
TR	ONE	.987	1.013	.206	.200*
JS		.987	1.013	.224	
TR	JP	.924	1.082	.206	.198*
JS		.926	1.080	.224	
ONE		.869	1.151	.134	

4.3. Test the Hypothesis

The results of the H1 test in Table 4 show that the value of t (1.750) has a significance of $0.087/2 < 0.05$, this means that H1 which states that training has a significant positive effect on self-efficacy is accepted.

Table 2

Ind.	Dep.	Unst. Coef		t	Sig.	Adj. R Square
		B	Std. Err.			
TR	ONE	.287	.164	1.750	.087	.093
JS		.261	.152	1.719	.092	
TR	JP	-.051	.104	-.487	.629	.770
JS		.049	.096	.511	.612	
ONE		1.076	.091	11.767	.000	

The result of the H2 test shows that the value of t (1.719) has a probability of $0.092 > 0.05$ which means that H2 is rejected. So it shows that training does not have a significant effect on self-efficacy. The results of this study are not supported by findings from Islam (2020) showing that there is a significant positive relationship between training and self-efficacy

The results of the H3 test show job satisfaction has a t value (-0.487) with a probability of $0.629 > 0.05$ which means H3 is rejected. So it shows that job satisfaction does not have a significant effect on employee performance.

The results of the H4 test show that the value of t (0.511) has a probability of $0.612 > 0.05$, so this result shows that job satisfaction does not have a significant effect on self-efficacy, so the hypothesis is rejected. It can be concluded that employee job satisfaction has not been able to make employees confident and confident in their ability to do their tasks. Good job satisfaction in the organization will make employees confident and believe in their abilities and in doing their goals employees will feel happy with the work they do because there are no obstacles both emotionally and physically

The results of H5 testing show that there is a positive and significant influence of self-efficacy on employee performance. The significant level for the self-efficacy variable on performance was 0.000 and t was calculated at 11,767 (positive) with a significance of $0.000 < 0.05$. The value indicates that the hypothesis is accepted. This proves that employees with high self-efficacy will make employee performance increase. Self-efficacy affects employees internally to improve employee performance, self-efficacy has a great influence on employee performance means that employee confidence in the ability to do work is quite high and it improves employee performance, so increasing self-efficacy in employees can also improve employee performance.

H6 testing shows that there is a significant effect of training and job satisfaction on employee performance through self-efficacy as a mediating variable in employees. From the

results of the calculation of the sobel test get a value of one tailed probability of 0.04171 with a significant level of 5% of the results it can be concluded that $0.04171 < 0.05$ so it can be said that Employee Performance is able to mediate Training on Performance in a partial mediation effect.

H7 test results From the results of the sobel test calculations get a value of one tailed probability of 0.04463 with a significant level of 5% of the results it can be concluded that $0.04463 < 0.05$ so it can be said that Self efficacy is able to mediate Job Satisfaction on employee performance in a partial mediation effect

The value of the coefficient of determination is shown in Adjusted R2 (Table 2). The effect of training and job satisfaction on self-efficacy was 9%, the rest was influenced by other factors that were not studied. Furthermore, the effect of training motivation, job satisfaction, and self-efficacy on employee performance by 77%. 23% was explained from other variables that were not reached in this study.

5. Conclusion

This study was conducted on PDAM Bantul employees, there was no significant positive effect of training on employee performance either directly but was able to mediate self-efficacy mediation. There is no significant positive effect of job satisfaction on good performance directly but can be mediated through self-efficacy mediation. Based on the path analysis, it can be seen that only self-efficacy has a positive and significant effect on performance. While training does not have a positive and significant influence on employee performance. Similarly, job satisfaction directly does not have a significant effect on employee performance.

There is a significant positive influence of self-efficacy variables on employee performance. Managerial parties need to respond by increasing training and satisfaction on items that are still undervalued because they can encourage improved employee performance. Improving training items also needs to be done because it can encourage improvements in employee performance. The adjusted r square results of the relationship between training, job satisfaction, and self-efficacy on employee performance showed 77% so that there are still other variables that can affect the level of employee performance.

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