Research Article

Putri Hastuti Permana[1]*, Agung Apriana[2], Ridla Mutiah[3]

The influence of Self Efficacy and Locus of Control on employee performance from an Islamic perspective

*Corresponding Author: **Putri Hastuti Permana**: STEI Al-Amar Subang; putrihastuti@gmail.com
Agung Apriana: STEI Al-Amar Subang; agung.apriana@steialamar.ac.id
Ridla Mutiah: STEI Al-Amar Subang; ridla.mutiah@steialamar.ac.id

Abstract: *This research is motivated by the success of an employee's performance being determined by the management who manages it and the employees. Especially in the current era of globalization, competition is increasingly fierce, so employees must be able to contribute to the company's sustainability. The research method used in carrying out this research is a quantitative descriptive research method. The results of this research indicate that companies are expected to continue to improve employee self-efficacy and locus of control and can increase employee job satisfaction. Especially for superiors towards their subordinates, they can provide motivation to subordinates so that they can be motivated to work well and achieve job satisfaction.*
Keywords*: Self Efficacy and Locus Of Control, Employee Performance, Islamic Perspective.*

Introduction

Employee performance is a vital element for smooth operations and achieving company goals. Employees with good performance will increase the company's productivity, efficiency, and competitiveness. Competition between companies has become fiercer and more competitive in the current era of globalization. The existence of this competition requires companies to continue to pay attention to consumers' needs and desires and realize them in ways and with better results than those of their competitors.

Employee performance is the work result achieved by someone in completing their responsibilities (Silaen, 2021). An employee's responsibility is a target set by the Company, but an employee's responsibility is not only about achievement but also the quality of a product. The success of an employee's performance is determined by the management that manages it and the employees. Moreover, in the current era of globalization, competition is increasingly fierce, so employees must be able to contribute so that the Company's sustainability continues to increase in line with increasingly complex developments (Siregar, 2021).

Performance is the real foundation for an organization because without performance the organization's goals cannot be achieved. Therefore, employee performance is something that deserves important attention from the company. Performance is a real action aimed at an individual in the form of achievements created from all the results of his work in a particular position or position at a company where he works. This is as explained by Al-Azar in (Shavab, 2021).

There are factors that can influence employee performance, namely, internal employee factors, internal organizational environmental factors, and external organizational environmental factors. This is as explained by Wirawan in (Nasem, 2018).

Self-Efficacy is a person's belief in carrying out a certain behavior in a certain situation, no matter how strong the individual can survive when facing difficulties or failure and how success or failure in a

task can certainly influence future work. Self-Efficacy individuals from previous experiences, observing other people's behavior (the success or failure they experience). Self-Efficacy is one aspect of knowledge about oneself or self-knowledge which has an impact on people's daily lives. Engko in (Saepudin, 2019) states that self-efficacy can influence the performance of an employee. Self-Efficacy also has a significant effect on performance, this was also stated in the research of (Ayusriathi., 2019).

In an Islamic perspective, self-efficacy can be interpreted as an individual's belief that he can achieve the desired goals with his efforts and efforts. This belief is based on the understanding that Allah SWT has given every human being the potential and ability to achieve success.

Malik et al in (Agustina, 2017) locus of control is a personality trait that explains the perceptions from which individuals determine the causes of events in life. Dewi in (Damayanti, 2020) stated locus of control is a person's personality trait in interpreting the success and failure experienced as originating from internal factors or external factors. Elena et al in (Saepudin, 2020) locus of control is defined as a person's beliefs about how and where events are felt pleasant or unpleasant, becoming the basis for action.

Locus of control is a person's perspective in responding to an event that comes in their life. According to Widyaningrat in (Wiranda dkk, 2015) locus of control shows how much a person believes in the relationship between the actions performed and the results received. Locus of control related to a person's work attitude and self-image.

Whereas Locus of control In an Islamic perspective, it can be interpreted as an individual's belief that he has control over his life. This belief is based on the understanding that Allah SWT created humans as caliphs on earth, which means humans have a sense of responsibility to manage and utilize the universe and the will of Allah SWT.

PT. TKG Taekwang Indonesia is a manufacturing company that produces Nike brand shoes. Nike has indeed become a trend in the field of sports and style young people in Indonesia and even the world. Nike shoes do have good quality and are used to support sports activities, so Nike shoes has become one of the shoes that is very popular with sports athletes in the world. Nike also has an elegant design to be used not only as a sports facility but can also be used by young people to support their appearance so they can appear trendy and fashionable.

PT. TKG Taekwang Indonesia operates in the manufacturing sector producing sports shoes which has 51,993 employees and 96% of PT employees. TKG Taekwang Indonesia is female.

Based on employee data from PT. TKG Taekwang Indonesia in November in Table 1.1 the total number of PT employees. TKG Taekwang Indonesia has 51,993 employees. Judging from the number of employees above, the company can reduce unemployment in Subang Regency. Apart from that, this industry has an international market share through exports. Indirectly, this industry contributes significantly to the country's economic development.

Method

The research method used in carrying out this research is a quantitative descriptive research method. The aim of researchers is more directed at showing relationships between variables, verifying theories, making predictions and generalizations. Quantitative research will describe phenomena based on the theory it has. The proposed theories are used as standards to state whether a phenomenon occurs.

1. Research Design

In this study, an internal questionnaire was used obtain data. The questionnaire itself is a series of questions and statements regarding a discussion distributed by the subject, either individually or in groups,

to obtain information such as beliefs, preferences, interests, and behavior. This is as explained by Mustafidah in (Haris, 2023).

Sarwono in (Arifudin, 2024) believes that the advantage of this technique is that researchers can obtain information accurately and directly from those whose information is requested. Plus, supporting, and complementary data in the form of books related to the discussion material, as well as sources of problems.

2. Participants

The participants or subjects of this research are parties selected based on research interests. The research subject is the subject that the researcher aims to research. The characteristics of the participants in this research are: 1) Employees of PT. TKG Taekwang who have worked > 5 months, as well 2) Employees of PT. TKG Taekwang is Muslim.

3. Population and Sample

Population according to Sugiyono in (Rahayu, 2020) is a generalized area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. Population is not just the number of subjects/objects, but of course includes the characters/traits they possess.

Based on the definition of population above, the population in this study is all employees of PT. TKG Taekwang Indonesia. With a total of 51,993 employees. A sample is a part of a population that is believed to represent the characteristics of the population.

4. Research Instrument

Research instruments are tools used to collect or obtain valid data. Notoatmodjo in (Tanjung, 2023) data collection is carried out using questionnaires, observation forms, or forms related to data recording.

The research instrument used by the author is media in the form of a questionnaire. A questionnaire is a data collection technique carried out by researchers by providing clear and unambiguous statements in writing to respondents.

5. Data analysis

Data analysis is the process of processing data for the purpose of finding useful information that can be used as a basis for decision making to solve a problem. The analysis process includes activities of grouping data based on its characteristics, cleaning data, transforming data, creating data models, and finding important information from the data.

The data analysis technique used in this research is multiple regression analysis. Multiple regression analysis is used to determine the influence of the independent variable (X) on the dependent variable (Y). This is as explained by Octaviani & Sutriani in (Sofyan, 2020).

Researchers carry out statistical data processing on the data that has been collected using tools, namely using programs Software Microsoft Excel dan IBM SPSS Statistics 29.0.2.0.

Results and Discussion

Influence Self Efficacy (X1) on Employee Performance (Y)

Based on table 1.15, the test results above are the correlation coefficient between self-efficacy and employee performance of 0.679 based on the relationship degree table of 0.410 – 0.600 shows a moderate relationship, meaning it can be concluded that with a value of 0.679 there is no moderate relationship between the variables self-efficacy and employee performance variables.

Results can also be obtained from determining the results output SPSS in table 1.16 obtained the R square figure (r2) is 0.461, meaning the percentage contribution of the influence of the variable self-efficacy

(X1) there is an employee performance variable (Y) of 46.1% while the remaining 54.9% is influenced by other variables not studied.

Then, based on the regression equation above, the constant value of 15,264 indicates that there is no value self-efficacy (X1) then employee performance (Y) is 9,150 while the regression coefficient self-efficacy (X1) of 0.207. The coefficient is positive, so it can be said that the direction of influence of variable1 to Y is positive.

Next are the statistical results from the self t test self-efficacy (X1) against impulsive purchases (Y) obtained tcount amounting to 4,581 is at a significance level of <0.001 <0.05 so it can be concluded that self-efficacy (X) has a great influence on employee performance (Y) based on the t value, the t value is known count 4.581 > ttable 1,984 so it can be concluded that the variable self-efficacy has a significant effect on employee performance variables, which means the hypothesis is accepted.

Influence Locus of Control (X2) on Employee Performance (Y)

Based on table 1.19 the test results above are the correlation coefficient between e-commerce and shopping interest of 0.679 based on the relationship degree table of 0.500 – 0.699 shows a strong relationship, meaning it can be concluded that with a value of 0.679 there is a strong relationship between the variables e-commerce and shopping interest variables.

The results of the coefficient of determination of the results can also be obtained output SPSS in table 1.17 obtained the R square figure (r2) is 0.461, meaning the percentage contribution of the influence of the variable locus of control (X2) on the employee performance variable (Y) amounted to 46.1% while the remaining 54.9% was influenced by other variables not studied.

Then, based on the regression equation above, the constant value is 15. This means that if there is no value e-commerce (X) then the purchase value of shopping interest (Y2) is 19,561 while the regression coefficient locus of control (X) is 0.527. The coefficient is positive, so it can be said that the direction of influence of variable2 to Y is positive. Next are the statistical results from the t test locus of control (X) on employee performance (Y) obtained t count of 9.158 which is at a significance level of <0.001 <0.05 so it can be concluded that locus of control (X2) has a big influence on employee performance (Y) based on the known t valuecount 6.6371 > ttable 1.984 so it can be concluded that the locus of control variable (X2) has a significant effect on the employee performance variable (Y), which means hypothesis Ha2 accepted.

Conclusion

Based on the results of data analysis tests, hypothesis testing and the discussion that has been described, the following conclusions can be drawn: 1) Statistical results from the t test self-efficacy (X1) on employee performance (Y) obtained tcount amounting to 4,581 is at a significance level of <0.001 <0.05 so it can be concluded that self-efficacy (X1) has a big influence on employee performance (Y) based on the known t valuecount 4.581 > ttable 1,984 so it can be concluded that the variable locus of control (X2) has a significant effect on the employee performance variable (Y), which means hypothesis Ha1 accepted, 2) Statistical results from the t test locus of control (X2) on employee performance (Y) obtained tcount amounting to 6,637 is at a significance level of <0.001 <0.05 so it can be concluded that locus of control (X2) is very influential on employee performance (Y) based on the t value, it is known that the t valuecount 6.6371 > ttable 1,984 so it can be concluded that the variable locus of control (X2) has a significant effect on the employee performance variable (Y), which means hypothesis Ha2 accepted, and 3) F test statistical results self-efficacy (X1) and locus of control (X2) on employee performance (Y) obtained Fcount 29.541

> Ftable 3.09 is at a significance level of <0.001 <0.05, so it can be concluded that the variable is self-efficacy (X-1) has a simultaneous effect on the employee performance variable (Y). Which means hypothesis Ha3 accepted.

References

Agustina. (2017). Peran Dukungan Sosial di tempat Kerja terhadap Keterikatan Kerja Karyawan. *Mediapsi*, *2*(2), 38–45.

Arifudin, O. (2024). Utilization of Artificial Intelligence in Scientific Writing. *Journal of Technology Global* 1, no. 2: 131–140.

Ayusriathi. (2019). Pengaruh Self Efficacy dan Locus Of Control terhadap kinerja karyawan (Studi pada Ramayana Mal Bali). *E-Jurnal Manajemen*, *8*(1), 1–10.

Damayanti, F. (2020). Pengaruh Lingkungan Kerja Dan Karakteristik Individu Terhadap Kinerja Pegawai Bank BRI Syariah Kabupaten Subang. *Islamic Banking: Jurnal Pemikiran Dan Pengembangan Perbankan Syariah*, *6*(1), 35–45.

Haris, I. (2023). Pengenalan Teknis Penggunaaan Software Turnitin Dan Mendeley Dekstop Untuk Meningkatkan Kualitas Karya Ilmiah Mahasiswa Baru. *Journal Of Human And Education (JAHE)* 3, no. 2 : 172–178.

Nasem, N. (2018). Pengaruh Pelatihan dan Motivasi terhadap Produktivitas Kerja Tenaga Kependidikan Stit Rakeyan Santang Karawang. *Jurnal Manajemen, Ekonomi Dan Akuntansi*, 2(3), 209–218.

Rahayu, Y. N. (2020). Program Linier (Teori Dan Aplikasi). Bandung : Widina Bhakti Persada.

Saepudin, S. (2019). The Effect of Work Ethic on The Professional Competences of University Lecturers at Jakarta of Indonesia. First International Conference on Administration Science (ICAS 2019), 327–332.

Saepudin, S. (2020). Manajemen kompetensi dosen berbasis Islam dalam mewujudkan perguruan tinggi bermutu. Ta'dibuna: Jurnal Pendidikan Islam, 9(1), 089–101.

Shavab, F. A. (2021). *Dasar Manajemen & Kewirausahaan (Sebuah Tinjauan Teori Dan Praktis)*. Bandung: Widina Bhakti Persada.

Silaen, N. R. (2021). *Kinerja Karyawan*. Bandung : Widina Bhakti Persada.

Siregar, R. T. (2021). *Komunikasi Organisasi*. Bandung : Widina Bhakti Persada.

Sofyan, Y. (2020). Studi Kelayakan Bisnis Telur Asin H-Organik. *Jurnal Ecodemica*, *4*(2), 341–352.

Tanjung, R. (2023). Pendampingan Meningkatkan Kemampuan Mahasiswa Dalam Menulis Jurnal Ilmiah. *Jurnal Karya Inovasi Pengabdian Masyarakat (JKIPM),* 1(1), 42–52.

Wiranda dkk. (2015). Pengaruh Sistem Informasi Manajemen Dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Pln (Persero) Distribusi Jakarta Raya Dan Tangerang Bidang Sumber Daya Manusia Dan Keuangan. *Jurnal Ilmu Administrasi Bisnis.*, *4*(3), 136–144.