



THE INFLUENCE OF SELF EFFICACY AND LOCUS OF CONTROL ON EMPLOYEE PERFORMANCE AT PT.GUARDIAN PHARMATAMA MEDAN BRANCH

**Indriani Adha¹, Anggia Sari Lubis², Wan Dian Safina³,
Horia Siregar⁴, Risnawaty⁵.**

^{1,2,3,4,5} Faculty of Economics and Business, Universitas Muslim Nusantara Al-Washliyah, Medan

Correspondence Author: indrianiadha@umnaw.ac.id

Abstract

The purpose of this study was to determine and analyze the effect of self-efficacy and locus of control on employee performance at PT Guardian Pharmatama Medan Branch. This type of research is Quantitative. This study involved employees at Pt. Guardian Pharmatama Medan Branch as many as 41 people. This study used a saturated sample, so the sample in this study used all 41 people. Data collection techniques in this study were observation, documentation and questionnaires with a Likert Scale data measurement scale. Data analysis techniques use validity, reliability and classical assumption tests. The data analysis method uses multiple linear regression with the help of the SPSS program. The results of the study prove that Self Efficacy has a positive and significant effect on employee performance. Locus Of Control has a positive and significant effect on employee performance. Simultaneously the results of Self Efficacy and Locus Of Control have a positive and significant effect on employee performance at PT Guardian Pharmatama Medan Branch.

Keywords: Self Efficacy, Locus Of Control and employee performance

INTRODUCTION

Nowadays, Human Resources continues to undergo changes to meet the needs and conditions of the company. Human resources are a factor that can follow other factors in operations, so it is important to pay special attention to the workforce because human resources will determine many things related to productivity. Human resources are also the main component of the organization compared to other components such as capital, technology, and money because humans control the others.

To survive in the fierce competition, managing human resources can be an important asset for the company. They can help companies in facing the era of globalization and achieve an effective and efficient organization. It focuses on the application of human resource management policy science to learn more about various organizational behavioral factors to performance, also known as organizational behavioral science. Organizations need employees who are ready to work hard to achieve organizational goals and survival. In addition to forming skilled, well-behaved, and knowledgeable human resources required by the company, performance is the main reason for the organization. Without performance, organizational goals cannot be achieved. Employee performance is a reference to get important attention from the company because it affects the needs and desires of the company.

Often, in the current era of globalization, companies develop very quickly, which can lead to intense competition between similar companies. This happens because of human resources, which are an important part of achieving company goals. An employee may do the job assigned to him well or not. If the subordinate does the task well, then it is as desired, but if the task is not done well, then we need to understand why. There may be a desire, or motivation, to perform well as expected, get training that matches the circumstances in the field, and improve their performance so that they can compete with other companies. Employee performance greatly affects the success of a company, and every company will definitely try to improve the performance of their employees to achieve company goals as much as possible. Performance is the result of work in quality and quantity produced by an employee who carries

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Horia Siregar⁴, Risnawaty⁵.*

out his duties in accordance with his responsibilities. Many ways that companies do to improve employee performance such as through education, training, providing incentives, overtime pay, allowances and employee work facilities in the company must be considered. But here the author takes factors that affect employees through themselves such as Self Efficacy and Locus Of

According to Ramadhani (Raymond et al., 2023) Employee performance is determined by a combination of three important components: capacity, employee enthusiasm for completing tasks, work ethic, and level of responsibility. The more important each component is, the better the employee's performance. A factor that can improve employee performance is Self Efficacy. Self Efficacy is a person's belief in their ability to complete a task. Self-efficacy is a person's belief in their ability to do something necessary to achieve success (Astuti & Gunawan, 2017). Apart from Self Efficacy, another thing that also affects employee performance is Locus Of Control. Locus Of Control is the way a person sees an event, whether he feels he can or cannot control it, both from within and from outside, so that a person can overcome complex problems with cognitive abilities and conceptual thinking (Machfudhi et al., 2023).

The results of the questionnaire can be stated that respondents who answered "disagree" to the statement "Employees are able to complete work without a single mistake" amounted to (66.6%). This shows the large number of consumers who have not been able to complete the job without a single mistake being made. This will be the root of the problem in the sustainability of the company itself and it will also be my job as a researcher to solve the problems faced by the company in this study. Meanwhile, respondents who answered "agree" to the question "Employees have a responsibility to the company" were 26 respondents (86.6%). This shows that almost all employees have a responsibility for the work they do.

On the Self Efficacy Variable The results of the pre-survey questionnaire show that respondents who answered "disagree" to the question "Employees are able to complete tasks that are more difficult than usual in work" were 26 respondents (86.6%). Currently the problem at PT Guardian Pharmatama Medan Branch is that employees have not been able to complete tasks that are more difficult than usual at work. Meanwhile, employees who answered "agree" to the question "Employees are confident in their ability to complete tasks" were 27 respondents (90%), this shows that the abilities possessed by employees and the confidence in an employee have been embedded in him.

In the Locus Of Control variable, the results of the pre-survey questionnaire show that respondents who answered "agree" to the statement "Most of the success obtained is luck" were 25 respondents (83.8%). This is a large percentage and currently the problem faced by PT Guardian Pharmatama Medan Branch is that employees do not yet have the belief that every success achieved is the ability they have in themselves. They see that if they get success then it is the result of fate, destiny and luck alone.

From the explanation above, it can be illustrated that employee performance can occur due to the value of self efficacy and locus of control owned by an employee. There are several objectives in this study, among others:

1. Does Self Efficacy affect employee performance at PT Guardian Pharmatama Medan Branch?
2. Does Locus Of Control affect employee performance at PT.Guardian Pharmatama Medan Branch?
3. Do Self Efficacy and Locus Of Control affect the performance of employees of PT. Guardian Pharmatama Medan Branch.

IMPLEMENTATION METHOD

The purpose of this study was to determine and analyze the effect of self-efficacy and locus of control on employee performance at PT Guardian Pharmatama Medan Branch. This type of research is quantitative. This study involved 41 employees at PT Guardian Pharmatama Medan Branch. This study

used a saturated sample, so the sample in this study used all 41 people. Data collection techniques in this study with observation, documentation and questionnaires with Likert Scale data measurement scale. The data analysis method uses multiple linear regression with the help of the SPSS program.

DISCUSSION

To establish the hypothesis, researchers use multiple linear regression analysis to find the relationship between the independent variable and the dependent variable through the Effect of Self Efficacy and Locus of Control on Employee Performance at PT Guardian Pharmatama Medan Branch Based on the results of data processing with the SPSS program, the following results are obtained:

Tabel 1.
Hasil Uji Regresi Linear Berganda

Coefficients ^a						
Model		Unstandardized Coefficients		Standardize d Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	2.843	2.558			
	<i>Self Efficacy</i>	.356	.197	.477	.862	7.452
	<i>Locus Of Control</i>	.257	.200	.338	.877	7.374
a. Defendent Variabel : Kinerja Karyawan						

Based on table 4.12, the multiple regression equation in this study is: $Y = 2.843 + 0.356 X_1 + 0.257 X_2$. Table 4.12 shows that the calculation obtained a constant value (a) of 2.843, b1 of 0.356 and b2 of 0.257 so that a multiple linear regression equation $Y = 2.843 + 0.356 X_1 + 0.257 X_2$ is obtained, From the regression equation it can be stated that: Constant (a) = 2.843 means that if the variable self efficacy and locus of control is 0, the purchase decision is 2.843.

1. The regression coefficient of the self efficacy variable = 0.356 means that if the self efficacy variable increases by 1 unit, the employee performance variable will increase by 0.356.
2. The locus of control regression coefficient = 0.257 means that if the locus of control variable increases by 1 unit, the purchasing decision variable will increase by 0.257.

The t test (Partial) is to see the effect of the independent variables partially on the dependent variable. From the results of SPSS testing, the t test values are as follows:

Tables 2.
T test results (partial)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardize d Coefficients	t	Sig
		B	Std. Error	Beta		
1	(Constant)	2.843	2.360		.930	.000
	Self Efficacy	.356	.197	.477	3.807	.001
	Locus Of Control	.257	.200	.338	3.281	.022
a. Defendent Variabel : employee performance						

Source: Research Results, 2024

Based on the t test results above, the t table value at $df = n-k-1 = 41-2- 1 = 38$ at a significant level of 5% (0.05) is 1.686. Thus, to find out partially, the multiple regression equation can be arranged as follows:

1. The value obtained from the $t\text{-count} > t\text{-table}$ ($3.807 > 1.6859$) and a significant value of 0.001 is smaller than 0.05, meaning that self efficacy has a positive and significant effect on employee performance, so H_{a1} is accepted.
2. The value obtained from the $t\text{-count} > t\text{-table}$ ($3.281 > 1.6859$) and a significant value of 0.022 is

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smaller than 0.05, meaning that locus of control has a positive and significant effect on employee performance, so Ha2 is accepted.

The F (Simultaneous) test is used to determine whether the independent variables together simultaneously affect the dependent variable. From the results of testing SPSS Version 25.00, the Anova value in the F test is as follows”

Tables 3. simultaneous f test

ANOVA						
Model		Sum of Squares	Df	Mean Square	F	Sig
1	Regresion	307.153	2	150.576	17.049	.001 ^b
	Residual	158.799	38	4.916		
	Totally	465.952	41			
a. Dependent Variable: employee performance						
b. Predictors: (Constant), <i>Self efficacy</i> , <i>Locus Of Control</i>						

Source: Research Results, 2024

From table 4.14, the Fcount value is 17.049. With $\alpha = 5\%$, dk numerator: 2, dk denominator: 41-2 (5%; 2; 39; Ftable 2.84) obtained Ftable value of 2.84. From this description, it can be seen that Fcount (17,049) > Ftable (2.84), and the significance value of 0.001 < 0.05, it can be concluded that the third hypothesis is accepted, meaning that Self-Afficacy (X1) and Locus Of Control (X2) simultaneously affect the Employee Performance Variable (Y).

The coefficient of determination is located in the Model Summary table and written R Square. For multiple linear regression, you should use adjusted R Square or written Adjusted R Square because it is adjusted for the number of variables used in the study, the value of R Square / Adjusted R Square is said to be good if it is above 0.5 because the value of R Square ranges from 0 to 1. The results of the coefficient of determination analysis in this study are:

Tables 4. R Square Test Results

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.801 ^a	.642	.623	1.986
a. Predictors: (Constant), <i>Self Efficacy</i> , <i>Locus Of Control</i>				
b. Dependent Variable: employee performance				

Sumber : Hasil Penelitian, 2024

Based on table 4.16, it can be seen that the adjusted coefficient of determination (R Square) is 0.642, this means that 64.2% of the dependent variable can be explained by the independent variable while the rest (100% - 64.2% = 35.8%) is explained by other variables outside the variables studied.

Effect of Self Efficacy on employee performance

The value obtained from the t-count > t-table (3.807 > 1.6859) and a significant value of 0.001 is smaller than 0.05, meaning that self efficacy has a positive and significant effect on employee performance, so Ha1 is accepted. According to Albert Bandura, who first developed self efficacy, states that self efficacy refers to beliefs related to a person's ability to learn and complete tasks and problems

with predetermined results and time targets. (Arfah et al., 2023). When someone faces a situation, feelings and beliefs can arise that they are able or unable to overcome the situation.

Several indicators of self-efficacy refer to the dimensions of self-efficacy, namely level, strength and generality, taking into account these dimensions, several indicators of self-efficacy (Mimiasri et al., 2023), namely: Experience of Success (mastery experiences), Experience of Others (vicarious experiences), Social Persuasion (Social Persuasion), Physiological and Emotional States (physiological and and emotional emotional states). The descriptive results of the respondents stated that the respondents' answers to the Self Efficacy variable, the most dominant answer was in the statement "The success I achieved while working will increase confidence in my abilities." "Strongly Agree" with a total of 21 people (51.2%), std. deviation value of 0.88, mean (average) 4.34 and categorized as good.

The results of this study are in accordance with research conducted by (Nilla Tazkia Jumaharta & Sulastri Irbayuni, 2023) which states that Self Efficacy has a positive and significant effect on employee performance. From the results of this study, it can be explained that if an employee has good self-efficacy, the employee's performance will also be good.

The Effect of Locus Of Control on Employee Performance

Locus of control comes from "Social Learning Theory" which was discovered by a researcher named Jullian Rotter. Locus Of Control or center of control is a concept specifically related to individual expectations regarding their ability to control these reinforcers (Ghufron & S, n.d.). Locus Of Control is when a person has self-control over events that occur, both from within himself and from outside himself. Hans (2000) says that Locus Of Control is the relationship that exists between one's actions and results (Fadilah & Mahyuni, 2022).

Quoting in the journal (Mimiasri et al., 2023) explains that the measurement of the Locus Of Control Indicator is measured by an instrument which is divided into 2 dimensions: Internal Locus Of Control. A person's point of view about the ability to determine one's own destiny, the indicators are: Ability and Interest, External Locus Of Control. A person's perspective on sources outside of himself that control his life experiences, such as fate, luck, superior authority, and the surrounding environment. The indicators are: Socio-Economic, and Influence of others. There is a dominant answer to the statement from the respondent's answer to the statement "Usually someone looks for a job according to their interests and talents" dominated by the answer "Strongly Agree" with a total of 22 people (53.7%), std. deviation value 1.01 mean (average) 4.24 and categorized as good.

This research is in line with the results of research conducted by (Annisa & Ginarti, 2023) which suggests that Locus Of Control has a positive and significant effect on employee performance. From the results of this study, it can be stated that if employees believe and have a good locus of control, the employee's performance will also be good.

The Effect of Self efficacy and Locus Of Control on Employee Performance

It is known that $F_{count} (17.049) > F_{table} (2.84)$, and a significance value of $0.001 < 0.05$, it can be concluded that the third hypothesis is accepted, meaning that Self-Afficacy (X1) and Locus Of Control (X2) simultaneously affect the Employee Performance Variable (Y). The adjusted coefficient of determination (R Square) of 0.642 means that 64.2% of the dependent variable can be explained by the independent variable while the rest ($100\% - 64.2\% = 35.8\%$) is explained by other variables outside the variables studied.

Robbins suggests that employee performance is the overall quality and quantity of work achieved by an employee in carrying out his duties in accordance with his responsibilities (Hartini, 2023). According to Arda (Ali & Wardoyo, 2021) employee performance Achievement of employee work results during a certain period and compared to the standards set by the company. Employee performance also includes how employees contribute to the company, including workplace attendance, work quality, work quantity, and workplace attitude.

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According to Mathis and Jackson (Chairunnisah et al., 2021) Employee performance affects the amount of contribution made to the organization, including. Work Quantity, Work Utilization, Work Quality, Attendance Rate, Cooperation. There is a dominant answer to the statement from the respondent's answer to the statement "When you get a really good job, you don't have to have family members or friends who hold high positions" Dominated by the answer "Strongly Agree" with a total of 24 people (58.5%), std. deviation value 0.91 mean (average) 4.39 and categorized as good.

The results of this study are supported by research conducted by (Machfudhi et al., 2023), (Siregar & Anggina, 2020), (Hamzah et al., 2021), (Rahman, 2023), (Annisa & Ginarti, 2023) and (Nilla Tazkia Jumaharta & Sulastri Irbayuni, 2023) which state that self efficacy and locus of control have a positive and significant effect on employee performance. Therefore, if employees in a company have a good level of self efficacy and locus of control, it will affect and improve employee performance for the better.

CONCLUSIONS AND SUGGESTIONS

Based on the results of the analysis and discussion of the Effect of Self Efficacy and Locus Of Control on Employee Performance at PT Guardian Pharmatama Medan Branch, the following conclusions can be drawn:

1. Self Efficacy has a positive and significant effect on Purchasing Decisions at PT Guardian Pharmatama Medan Branch.
2. Locus Of Control has a positive and significant effect on purchasing decisions at PT Guardian Pharmatama Medan Branch.
3. Self Efficacy and Locus Of Control simultaneously have a positive and significant effect on Purchasing Decisions at PT. Guardian Pharmatama Medan Branch.

From the results of this study, the researcher will provide suggestions related to the research that has been conducted to serve as input and consideration that is useful for interested parties as an improvement in further research. Some of these suggestions are:

1. Employees at PT Guardian Pharmatama Medan Branch in order to improve the abilities and skills possessed by each individual, especially Self Efficacy, the goal is that employees are able to work better in achieving monthly targets.
2. The company PT Guardian Pharmatama Medan Branch must carry out training activities more often in order to improve the ability of employees in the field of locos Of Control, especially increasing their Internal Locus Of Control.
3. For future researchers, researchers can examine other variables not only Self Efficacy and Locus Of Control. Researchers can add other variables and add a period of research to be able to develop and get more accurate results on what actually most affects Employee Performance.

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