

Peran Occupational Self-Efficacy terhadap Individual Work Performance yang dimediasi oleh Kepuasan Kerja Karyawan

Dwi Puspa Rahendiani¹, Indrayanti²

Fakultas Psikologi

Universitas Gadjah Mada

email: ¹dwi.puspa.r@mail.ugm.ac.id, ²indrapsi@ugm.ac.id

Abstrak. Kepercayaan diri karyawan atas kemampuan yang dimiliki dapat membantu dirinya dalam melaksanakan tugas dan tanggung jawabnya dalam pekerjaan yang dapat berdampak positif terhadap peningkatan *individual work performance* dan membantu perusahaan dalam mencapai tujuannya. Penelitian ini bertujuan untuk mengeksplorasi hubungan antara *occupational self-efficacy* terhadap *individual work performance* yang dimediasi oleh kepuasan kerja. Pengambilan data dilakukan secara *online* yang berjumlah 108 karyawan dengan rentang usia 20 – 40 tahun yang aktif bekerja di Perusahaan. Penelitian ini menggunakan metode penelitian kuantitatif dengan menggunakan teknik *convenience sampling*. Instrumen pengukuran yang digunakan dalam penelitian ini *individual work performance questionnaire*, *occupational self-efficacy scale*, dan *job satisfaction survey*. Peneliti menggunakan PROCESS v3.5 untuk mengetahui efek mediasi kepuasan kerja dalam hubungan *occupational self-efficacy* dan *individual work performance*. Hasil analisis menunjukkan bahwa kepuasan kerja memiliki efek mediasi pada hubungan antara *occupational self-efficacy* dan *individual work performance* karyawan. Selanjutnya, tidak ada perbedaan *individual work performance* berdasarkan jenis kelamin, usia, lama bekerja, dan sektor pekerjaan.

Kata Kunci: *Individual Work Performance*, Kepuasan Kerja, *Occupational Self-Efficacy*

Abstract. Employees' confidence in their abilities can help them in carrying out their duties and responsibilities at work which can have a positive impact on increasing *individual work performance* and helping the company achieve its goals. This study aims to explore the relationship between *occupational self-efficacy* and *individual work performance* mediated by job satisfaction. Data collection was conducted online, with total 108 employees as respondents with an age range of 20 – 40 years who were actively working in the company. This study uses quantitative research methods using convenience sampling techniques. The measurement instruments used in this study are *individual work performance questionnaire*, *occupational self-efficacy scale*, and *job satisfaction survey*. Researchers used PROCESS v3.5 to determine the mediating effect of job satisfaction in the relationship between *occupational self-efficacy* and *individual work performance*. The results show that job satisfaction mediates the relationship between *occupational self-efficacy* and *individual work performance* in employees. There is no significant difference found amongst the level of *individual work performance* based on gender, age, working duration, and field.

Keywords: *Individual Work Performance*, Job Satisfaction, *Occupational Self-Efficacy*