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The Influence of Self-Efficacy and Work Motivation on Employee Performance at The Regional Personal Agency of Lampung Province

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ABSTRACT

The objective of this study is to examine the influence of self-efficacy and job motivation on employee performance within the regional personnel agency of Lampung Province. Human resources are seen as a driving factor in determining the success of an organization. Human resources owned by an organization have different levels of Self-efficacy and Motivation from one employee to another. The present study employs quantitative research methods. The participants in this research included of 94 employees from the Province of Lampung Regional Staffing Agency. The data collection used the use of a Likert scale to measure various variables. Based on the findings and analysis conducted, it has been determined that the calculated F value (24.079) exceeds the critical F value (3.10), indicating statistical significance. Additionally, the obtained p-value (0.000) is lower than the predetermined significance level of 0.05. Consequently, the alternative hypothesis (Ha) is supported, while the null hypothesis (Ho) is not supported. The findings of this study suggest that the joint impact of self-efficacy and motivation has a favorable and statistically significant impact on the job performance of employees within the Lampung Province Regional Civil Service Agency. Both self-efficacy and motivation exhibit positive and statistically significant impacts on employee performance within the agency, suggesting that an elevation in self-efficacy and motivation levels will lead to an improvement in performance.

Keywords: *Self-efficacy, Motivation, Performance.*

INTRODUCTION

Humans as one of the basic elements of management have a very large role, although the human element is not the only element in Government management (Putera *et al.,* 2022). The importance of this human element and needs to be a concern, because humans always play an active and dominant role in every activity or organizational activity in their capacity as human planners, actors and determinants of the realization of organizational goals (Guest, 2016).

Humans are the most important element in the organization, as well as the most valuable property of the organization. In almost all organizations, both profit oriented and non-profit oriented organizations, human resources are important assets to be maintained, spurring employee motivation must be done to encourage the achievement of good performance (Mufti *et al.,* 2016).

Performance, in a broad sense, can be understood as the degree of accomplishment exhibited by an individual in the execution of their professional duties. Specifically, employee performance refers to the outcomes attained by an individual in the fulfillment of their assigned tasks and responsibilities, with the aim of meeting organizational objectives (Korzynski, 2013).

The creation of a performance is influenced by several factors, one of which is self-efficacy, because self-efficacy can cause confidence in oneself experienced by someone to complete their duties or work. The mood, emotional state, physical reactions and stress levels that can affect self-efficacy (Cherian and Jacob, 2013)

In addition to self-efficacy, motivation also has a big role in influencing employee performance, both motivation that comes from within and from outside. When an employee is motivated, he tends to be more enthusiastic, dedicated in completing his duties (Paais and Pattiruhu, 2020). With motivation, it can create productive performance in its employees because motivated employees will work more efficiently and productively to complete their tasks with better quality in less time (Pohan *et al.,* 2020).

From the explanation above, the regional staffing agency office of Lampung province has quite a lot of employees in it so that it has different performance in it. The primary objective of this study is to investigate the influence of self-efficacy and motivation on employee performance inside the regional staffing agency office located in Lampung province.

LITERATURE REVIEW

a. Employee Performance

Employee performance can be defined as the degree to which an employee effectively attains objectives and fulfills the expectations established by the organization or firm (Gorla *et al.,* 2010). The performance of employees is a critical determinant of a company's success and productivity. Employee performance is assessed based on a number of factors, including productivity, quality of work, timeliness, initiative, cooperation, and contribution to the achievement of organizational goals (Thamrin and Riyanto, 2020).

In performance there are indicators in it, performance indicators must be something that can be calculated and measured and used as a basis to assess or see that the performance of each day in the company and individuals continue to increase in accordance with the plan that has been set. According to Koopmans et al., (2014), there are factors to consider in performance, namely:

a) Task performance, which refers to the ability of an employee to perform their tasks which include the quality of work, planning and organizing tasks.
b) Intellectual performance encompasses the range of employee behaviors that contribute to the organizational, social, and psychological context in which essential job functions are executed. These behaviors include assuming accountability for tasks, demonstrating creativity, displaying proactive tendencies, deriving satisfaction from demanding work, effectively communicating ideas, engaging in collaborative efforts, and exhibiting openness to accepting and acquiring knowledge from others.
c) Counterproductive work behavior (CWB) is defined as actions that undermine the organization's continuity and well-being by engaging in behaviors that are detrimental to the organization.

Organizational leaders are aware of the differences in performance between employees. Broadly speaking, this difference in performance is caused by two factors, namely individual factors and work situations. According to Gibson (2003) there are three sets of variables that affect the performance or work performance of a person, namely:

a) Individual Variable
   This individual variable includes skills and abilities, taking into account the condition and mentality of a person in performing an activity or job. Then according to background and demographic influences also affect performance because past conditions and environmental conditions can shape the characteristics of a person in carrying out their activities or work.
b) Organizational Variables
   Organizational variables encompass a range of factors that influence the functioning and performance of an organization. These variables include the allocation of resources, the

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effectiveness of leadership, the implementation of rewards systems, the structure of jobs within the organization, and the design of individual job roles. This is done to create good performance in an organization, because to do a job requires a good relationship between individuals and individuals, organizations with individuals and organizations with organizations.

c) Psychological Variables
Psychological variables include self-perception, attitude, personality, and learning. This psychological variable is to see a person's personality both mentally and behaviorally which can shape a person's attitude or characteristics. This cognitive process is employed by individuals to interpret and comprehend the world.

b. Self-Efficacy

a) Definition of Self-efficacy
Self-efficacy has an important role in influencing a person's achievement because self-efficacy is the belief that a person will be successful in completing his tasks (Nusannas *et al.,* 2020). Someone who has a high level of self-efficacy will be more motivated to keep trying in the face of obstacles. but if someone has low self-efficacy then they will feel less confident about what has been achieved and tend to avoid challenges that can have an impact on failure (Ghafoor *et al.,* 2011).
Self-efficacy, as proposed by Lunenburg (in Sebayang and Sembiring, 2017: 338), refers to an individual's belief in their ability to face and solve problems in diverse situations, and in their ability to determine actions to complete tasks or solve problems, which in turn enables them to overcome obstacles and achieve their goals. From the explanations above, Self-efficacy refers to an objective measure of a person's confidence in their ability to handle challenges. It indicates the individual's perceived competence in problem-solving.

b) Dimensions of Self-efficacy
the level of confidence they possess in their ability to successfully perform specific tasks or achieve desired outcomes. This self-efficacy can vary across various contexts and is influenced by a range of factors such as past experiences, skills, knowledge, and social support.:

- The skills and competencies required in various scenarios;
- The inclusion of other individuals, particularly competitors, within the given context;
- Physiological and emotional states, such as weariness, worry, apathy, and moodiness, are factors that might influence an individual's well-being.

c) Source of Self-efficacy Formation
The source of self-efficacy formation proposed by Bandura:

- The best method for developing a strong sense of efficacy is through mastery of a skill or task. Success fosters confidence in one's abilities, while failure diminishes it. If individuals only encounter effortless achievements, they will anticipate immediate outcomes and falter at the first sign of difficulty. Developing persistence through overcoming obstacles is fundamental to cultivating resilience towards success.

- One further method for cultivating and reinforcing self-efficacy beliefs is the utilization of experiential encounters facilitated by socially representative role models. Observing those who achieve success via persistent endeavor fosters the conviction that one possesses the capacity to similarly excel in like pursuits. Observing the failures of others, despite their considerable effort, has a detrimental impact on one's perception of personal success and undermines one's motivation. The influence of modeling on self-efficacy is significantly affected by the degree of similarity between the individual perceiving the model and the model themselves. When

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individuals regard the model as dissimilar to themselves, the impact of the model's conduct and outcomes on their perceived self-efficacy is minimal.

- Social persuasion is a means of strengthening an individual's conviction in their ability to achieve success. Verbal encouragement suggesting proficiency in a particular activity can drive greater persistence and motivation than succumbing to self-doubt and focusing on one's limitations in the face of obstacles. To the extent that increases in persuasiveness improve a person's self-efficacy to work hard and succeed, they promote the development of skills and a feeling of personal accomplishment.
- Most individuals assess their abilities based on physical and emotional cues. They may interpret stress and tension as indicators of vulnerability to suboptimal performance. In tasks that necessitate strength and endurance, individuals may perceive exhaustion, aches, and pains as indications of diminished physical capacity. Moreover, the mood of an individual has an impact on their self-assessment. The presence of a happy mood has been found to have a positive impact on an individual's self-efficacy, whereas the presence of a negative mood has been found to have a negative impact on an individual's self-efficacy. The fourth way that self-efficacy affects self-efficacy is through the reduction of stress reactions and the modification of negative emotional tendencies and inaccurate perceptions of one's physical state.

c. Motivation

a) Definition of Motivation

Motivation can be interpreted as a person's encouragement to act, behavior or achieve certain goals. Motivation moves individuals to take certain actions to achieve the desired results. Motivation is also defined as a complex concept and can be influenced by several factors including personal values, goals, social environment, self-confidence and previous experience (Badrianto and Ekhsan, 2019). Work motivation also plays an important role in improving productivity and performance in the workplace. Work motivation also has clear and measurable goals that help a person focus on the results to be achieved. And these goals must be measurable and realistic so that they can provide encouragement to be able to complete their duties optimally (Kuswati, 2020).

Robbins (2006: 213) defines motivation as the process that determines the intensity, direction, and allocation of individuals' efforts to achieve goals. Motivation is generally related to efforts towards any goal, but when concerning organizational behavior, it pertains to the achievement of an organizational goal. Based on the aforementioned definitions provided by various experts, it can be inferred that a strong level of employee motivation contributes to the attainment of organizational objectives. Robbins (2006: 213) motivation can be defined as the cognitive and affective process that governs the level of intensity, orientation, and distribution of individuals' exerted endeavors in order to attain desired objectives. Motivation, in the context of organizational behavior, alludes to the endeavors directed towards the attainment of an organizational objective. Based on the definitions of various experts mentioned earlier, it can be concluded that high employee motivation results in the achievement of organizational goals. The above definition suggests that all components of an organization must strive for optimal performance or be highly motivated in working to achieve the organization's goals and objectives.

b) Factors Affecting Motivation

Broadly speaking, individual motivation is affected by two factors - internal and external. Environmental conditions in the workplace, such as policies, work standards, work programs, and infrastructure, can be external factors. On the other hand, internal factors that can impact motivation include innate qualities, education, past experiences, desires, and future expectations. Internal factors, as identified by Suwarni (2008), can impact a range of individual

characteristics, including work ability, enthusiasm, group cohesiveness, attainment, and productivity.
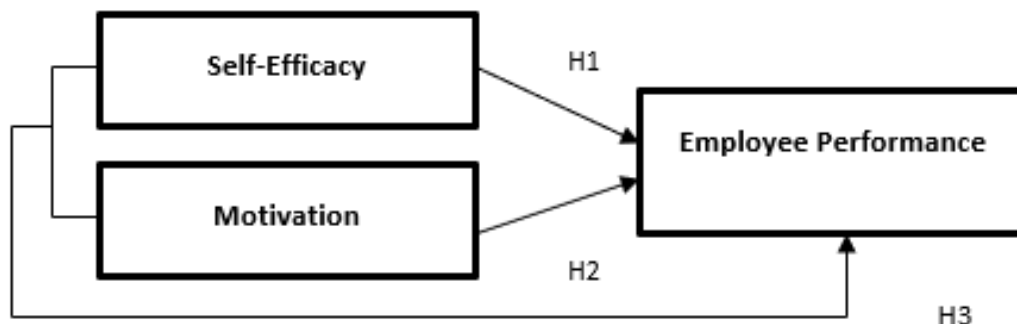
d. **Framework**

Figure 1. Framework

METHODOLOGY

a. **Research Type**

This research uses descriptive research with qualitative approach. According to Sugiyono (2013: 8), The descriptive technique is a research approach that is based on the positivist ideology and is utilized to examine specific populations or samples. It involves the collection of data through the utilization of research tools, followed by the analysis of quantitative or statistical data. The primary objective of this method is to evaluate pre-established hypotheses.

b. **Data Source**

The research employs primary data classification, namely primary data received directly from the research subjects, namely the Regional Personnel Agency of Lampung Province. Secondary data is also used in this study. This study utilizes secondary data sources, specifically literature in the form of books and articles, The purpose of this study is to investigate the correlation between self-efficacy, job motivation, and employee performance within the context of the Regional Staffing Agency of Lampung Province.

c. **Operational Definition**

The operational definition in this study is an explanation of each variable used in the study regarding the indicators that make it up.

Table 1. Operational Definition of Research

Variable	Variable Definition	Indicator

Self Efficacy (X1)	Self-efficacy is defined as how people perceive their ability to organize and perform the actions necessary to achieve a certain type of performance. **Nugrahani (2013)**	• This dimension pertains to the perceived level of difficulty that individuals anticipate in overcoming obstacles. • The generality dimension refers to the range of circumstances in which individuals possess a sense of self-assurance in their capabilities. • This dimension pertains to the level of self-efficacy exhibited by an individual when confronted with the challenges and requirements of a task or problem. **Nugrahani (2013)**
Work Motivation (X2)	Motivation is everything that encourages an employee to carry out their duties in order to achieve the desired goals. **Darmawan, (2013)**	• The need for achievement is the need for members of the organization to work well and excel in the organization. • The need for power is the need for organizational members to gain the respect of others. • Affiliation needs are the needs of organizational members to cooperate with others. **Darmawan, (2013)**
Employee Performance (Y)	Performance is behavior or action that is relevant to an organization's goals. **Koopmans et al. (2014)**	• Task performance, refers to an employee's ability to perform key job tasks. • Contextual performance pertains to the actions exhibited by employees that contribute to the overall organizational, social, and psychological climate in which primary work responsibilities are carried out. • Counterproductive work behavior (CWB) encompasses actions that have detrimental effects on the long-term viability and success of a company. **(Koopmans et al., 2014)**

Source: Data Proccesed, 2023

d. Population

The population in this study were employees at the Lampung Province Regional Staffing Agency, total 94 employees. The collecting of data is a crucial and important component in the research process, as the primary objective of research is to obtain relevant and reliable data (Osborne, 2011).

e. Data Collection Method

The process of data collection can be seen as a crucial and strategic component in research, as the primary objective of research endeavors is to obtain relevant and reliable data (Sugiyono, 2013). The utilization of a questionnaire is imperative in this research endeavor as it serves as a pivotal tool for data collecting. This strategy involves the administration of a set of inquiries or written assertions to the participants. The measurement of the questionnaire in this study uses a Likert scale, in which scores

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are given to respondents with the values Strongly Agree (SS); 5, Agree (S); 4, Neutral (N); 3, Disagree; 2 and Strongly Disagree; 1.

There are several tests that will be performed in this study to obtain relevant results, including a test:

   a) Validity Test and Reliability Test
      The purpose of conducting validity and reliability tests in this study is to ensure that the data received from the standardized questionnaire is both valid and reliable. The validity of an instrument is determined by its ability to accurately measure the necessary variables and effectively capture the relevant data for the study at hand. Then the instrument can be said to be reliable or trustworthy if the measuring instrument gives the same or unchanging results, even if the measurement is repeated, the reliability calculation is carried out using the SPSS statistical program and the reliability test uses the Croncbach alpha measurement technique.
   b) Descriptive Analysis
      The present study employs a descriptive analysis methodology to investigate certain populations or samples. The data collection process involves the utilization of research equipment, while the subsequent data analysis is conducted utilizing quantitative and statistical techniques. The primary objective of this analysis is to evaluate pre-established hypotheses.
   c) Multiple Linear Analysis
      Data analysis was conducted to determine the effect of self-efficacy and work motivation on employee performance at the Lampung Province Regional Staffing Agency. The results of calculations using multiple linear regression analysis using SPSS calculation tools.
   d) Hypothesis T Test (Partial)
      This test is intended to determine whether each independent variable has a significant effect on the dependent variable, said to have a significant effect if sig < α. This test is carried out with a confidence level of 95% with the following conditions:

   • If the calculated t-value exceeds the critical t-value, it can be concluded The results indicate a notable impact of the independent variable (X) on the dependent variable (Y), therefore supporting the hypothesis.
   • If the calculated value of tcount is less than the critical value of ttable, it can be concluded that there is no significant effect of the independent variable (X) on the dependent variable (Y), or in other words, the null hypothesis is rejected.

   e) Hypothesis Test F (Simultaneous)
      Th The F test is conducted to ascertain the degree of model feasibility in the investigated model, specifically to establish if the variables employed has the capability to elucidate the phenomenon under investigation. F test is performed to determine whether the model being analyzed has a high level of model feasibility, that is, whether the variables used are able to explain the phenomenon being analyzed. The F test can be conducted by examining the significance level of F in the Analysis of Variance (ANOVA) table at the chosen α level (in this study, α = 0.05). If the significance value is less than 0.05, it indicates that the research equation model is statistically significant. However, if the significance value (Sig value) is more than 0.05, it indicates that the study equation model is not statistically significant. Furthermore, the F test can be assessed by comparing the computed Fcount value with the critical Ftable value. If the Fcount value exceeds the Ftable value, it indicates the viability of the regression model.
   f) Research Variables and Variable Operations
      The study employs independent variables as research variables, which are factors that have an impact on or influence the dependent variable. The variables included as independent factors in this research encompass self-efficacy and motivation. The dependent variable in this study is employee performance, which is influenced by the presence of the independent variable.

RESULT AND DISCUSSION

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a. Validity Test and Reliability Test

The validity test is employed to assess the extent to which a questionnaire possesses validity. The validity of a questionnaire can be determined by the extent to which the statements employed within it are capable of capturing the constructs or variables that the questionnaire intends to measure. The assessment of researchers' validity through the utilization of the Pearson Product Moment formula.

   a) If r count> r table, it can be said to be valid, otherwise it is invalid.
   b) Probability (sig) <0.05 then the instrument can be said to be valid, otherwise it is invalid.

Table 2. Validity Test Results

Variabel	Item Steatment	r Count	r Table	Description
Self-Efficacy (X1)	X1.1	0,5240		Valid
	X1.2	0,5011		Valid
	X1.3	0,5290		Valid
	X1.4	0,4706		Valid
	X1.5	0,8034		Valid
	X1.6	0,6908		Valid
	X1.7	0,6421		Valid
	X1.8	0,4945		Valid
	X1.9	0,4678		Valid
	X.10	0,8039		Valid
Motivation (X2)	X2.1	0,5381		Valid
	X2.2	0,4332		Valid
	X2.3	0,3944		Valid
	X2.4	0,5740		Valid
	X2.5	0,5520	0,2028	Valid
	X2.6	0,4820		Valid
	X2.7	0,4928		Valid
	X2.8	0,5937		Valid
	X2.9	0,3947		Valid
	X.2.10	0,5458		Valid
Perfomance (Y)	Y1	0,8238		Valid
	Y2	0,8207		Valid
	Y3	0,6658		Valid
	Y4	0,6776		Valid
	Y5	0,7885		Valid
	Y6	0,6629		Valid
	Y7	0,8260		Valid
	Y8	0,8706		Valid
	Y9	0,8705		Valid
	Y10	0,7133		Valid

Source: Processed Data, 2022

Based on the results of the validity test on the self-efficacy, motivation and performance variables, the results obtained r_{count}> r_{table} 0.2028 thus it can be concluded that the entire questionnaire on self-efficacy, motivation and performance is declared "Valid".

b. Descriptive Analysis

Quantitative research methods can be understood as a set of research approaches that are based on the positivist philosophical foundation. These methodologies are utilized to examine particular populations or samples, utilising research devices for the purpose of data collection. The subsequent analysis of the data mostly consists of quantitative and statistical methods, aiming to validate pre-existing ideas.

    a) Self-Efficacy (Variable X1)

Based on the results of the data that has been presented in the previous chapter, Self-efficacy at the Lampung Province Regional Staffing Agency has 3 indicators, namely: level, Generality and Strenght. Overall Self-efficacy Data Distribution of 94 research respondents, who stated that Self-efficacy at the Lampung Province Regional Staffing Agency Office "Strongly Agree" there were 19 respondents (20.21%), "Agree" 57 people (60.64%), "Neutral" 18 people (19.15%).

Based on the results of respondents' answers to the Self-efficacy questionnaire, a recapitulation of the total answer score is obtained as follows: It can be explained that the average value of respondents' answers to all statement items about the Self-efficacy variable is 351.4 or equivalent to 74.77% with the criterion "Agree". This illustrates that in general the respondents gave an assessment that agreed with the Self-efficacy statement items.

    b) Motivation (Variable X2)

Based on the results of the data that has been presented in the previous chapter that Motivation at the Lampung Province Regional Staffing Agency has 3 indicators, namely: the need for achievement, the need for power and affiliation needs. Overall Motivation Data Distribution of 94 research respondents, who stated that Motivation at the Lampung Province Regional Personnel Agency Office "Strongly Agree" there were 9 respondents (9.57%), "Agree" 64 people (68.09%), "Neutral" 21 people (22.34%).

Based on the results of respondents' answers to the Motivation questionnaire, a recapitulation of the total answer score is obtained as follows: It can be explained that the average value of respondents' answers to all statement items regarding the Motivation variable is 342.4 or equivalent to 72.85% with the criterion "Agree". This illustrates that in general the respondents gave an assessment that agreed with the Motivation statement items.

    c) Performance (Variable Y)

Based on the results of the data that has been presented in the previous chapter, the performance of the Lampung Province Regional Staffing Agency has 3 indicators, namely: task performance, Concextual Perfomance and Counter productive work behavior. Overall Performance Data Distribution from the results of the Lampung Province Regional Staffing Agency Performance assessment of 94 research respondents, it can be seen that the Employee Performance in the "Strongly Agree" category was 44 respondents (46.81%), who stated "Agree" there were 33 respondents (35.11%), stated "Neutral" there were 14 respondents (14.89%), and those who stated "Disagree" were 3 respondents (3.19%).

Based on the results of respondents' answers to the Performance variable questionnaire, the total score and answer criteria are recapitulated as follows: It can be explained that the average value of respondents' answers to all statement items about the performance variable is 369.8 or equivalent to 78.68% with the criterion "Agree". This illustrates that in general the respondents gave an assessment that agreed with the performance variable statement items.

c. Multiple Linear Regression Analysis

A data analysis was performed to examine the impact of self-efficacy and work motivation on employee performance at the Lampung Province Regional Staffing Agency. The findings derived from the utilization of SPSS calculating tools for doing multiple linear regression analysis.

Table 3. Multiple Linear Regression Test Results

Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.496	5.448		.458	.648
	Self-efficacy	.418	.128	.317	3.262	.002
	Motavation	.596	.160	.364	3.738	.000

a. Dependent Variable: Employee Performance

Source: Processed Data, 2022

Interpretation:

a) The constant value (a) is 2.496: meaning that if Self-efficacy (X1), Work motivation (X2) are considered constant, then Employee Performance (Y) is 2.496.
b) Regression coefficient (b1) Self-efficacy is 0.418, this indicates that if Self-efficacy increases by 1 point, Employee Performance will increase by 0.418 with a note that other variables are considered constant.
c) Regression Coefficient (b2) Motivation is 0.596, this indicates that if Motivation increases by 1 point, Employee Performance will increase by 0.596 with other variables being considered constant.

d. Determinant Coefficient Test (R2)

The Coefficient of Determination (R2) is used to measure how far the model's ability to explain variations in the dependent variable.

Table 4. Determinant Coefficient Test Results (R2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
dimension0	.588ᵃ	.346	.332	5.186

a. Predictors: (Constant), Motivation, Self-efficacy

Source: Processed Data, 2022

The values of the coefficient of determination regression test are as follows:

R2 = 0,346

The calculation above shows that 34.6% of the variance can be explained by the independent variables (Self-efficacy and Motivation) on the dependent variable (Performance), while the rest is explained by other variables.

e. Test t (Partial)

The test is intended to determine partially the independent variable has a significant effect on the dependent variable, namely Self-Efficacy and Work Motivation on Performance with the condition that it can be said to have a significant effect if sig < α (0.05).

The results of the t test can be seen in the Coefficient Output of the Multiple Linear Regression Analysis results using the help of the SPSS program.

Df = n - k - 1

Df = 94 - 2 - 1 = 91

This research test was carried out with a confidence level of 95% through the following conditions:
   a) If $t_{count} > t_{table}$ (0.05), then Ha is supported, and Ho is not supported.
   b) If $t_{count} < t_{table}$ (0.05), then Ha is not supported and Ho is supported.

Table 5. t test results (Partial)

T-count	T-table	Condition	Conclusion
5.474	1.661	tcount>ttabel	H1 is accepted

Source: Processed Data, 2022

Based on the table above, the results can be obtained, namely:

   a) Work environment variable with a significance level of 5% (α = 0.05) of 0.000 <0.05 and t_{count} (5.474) > t_{table} (1.661), then Ha is supported and Ho is not supported, so that partially the Self-Efficacy variable has a significant positive effect on performance at the Lampung Province Regional Personnel Agency Office, which means that if the employee's Self-Efficacy is good, performance will also increase.
   b) Work stress variable with a significance level of 5% (α = 0.05) of 0.000 <0.05 and t_{count} (5.827) > t_{table} (1.661), then Ha is supported and Ho is not supported, so that partially the motivational variable has a significant positive effect on performance at the Lampung Provincial Civil Service Office, which means that if motivation increases, performance will also increase.

f. F Test (Model Feasibility Test)

According to Ghozali (2018), if the sig. value <0.05, it means that the research equation model is significant. beside that if the sig. > 0.05 means that the research equation is not significant.

Table 6. f Test Results (Simultaneous)

ANOVAᵇ

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1295.414	2	647.707	24.079	.000ᵇ
	Residual	2447.863	91	26.900		
	Total	3743.277	93			

a. Predictors: (Constant), self-efficacy, motivation
b. Dependent Variable: Employee Performance
Source: Processed Data, 2022

The value of fcount is 24.079, and it is associated with a probability value (sig) of 0.000. The Fcount value (24.079) exceeds the critical Ftable value (3.10), indicating statistical significance. Additionally, the sigma value is lower than the probability value of 0.05 or 0.000 < 0.05. Consequently, the alternative hypothesis (Ha) is supported, while the null hypothesis (Ho) is not supported. These findings suggest that the combined influence of self-efficacy and motivation has a significant positive effect on performance at the Lampung Provincial Civil Service Office.

g. Discussion

a) The Effect of Self Efficacy on Employee Performance
Based on the results of the partial t test, it shows that the self-efficacy variable has a positive and significant effect on employee performance at the Lampung Provincial Civil Service Office. Self-Efficacy variable with a significance level of 5% (α = 0.05) of 0.000 <0.05 and t_{count} (5.474) > t_{table} (1.661), then Ha is supported and Ho is not supported, so that partially the Self-Efficacy variable has a positive effect significant effect on performance at the Lampung Provincial Civil Service Office, which means that if the employee's Self-Efficacy is good, performance will also increase. The above conclusions are also assisted by positive respondents' answers such as employees who are able to face obstacles in carrying out work activities, and can anticipate any obstacles in their work, also employees who are not at all burdened with difficult tasks and employees who are able to complete difficult work. employees who can complete certain jobs well, then employees who are able to complete tasks and workload properly and on target, employees who are ready to complete any given task, then employees who are sure of the solution they choose for every problem that exists in their work and also employees who always work seriously and diligently in carrying out the tasks assigned, as well as employees who believe in themselves that they can complete the work given to them properly.
This is in accordance with what was stated by Bandura and Wood (2012), which stated that self-efficacy is a belief or belief in one's ability to mobilize motivation, cognitive resources, and actions needed to meet existing situational demands and has a major role in the regulatory process. through individual motivation and predetermined work achievements. Meanwhile, according to Brehm and Kassin (2014), defines self-efficacy as an individual's belief that he is able to perform the specific actions needed to produce the desired outcome in a situation.

b) The Effect of Motivation on Employee Performance
Based on the results of the partial t test, it shows that the motivation variable has a positive and significant effect on employee performance at the Regional Personnel Agency Office in Lampung Province. Motivation variable with a significance level of 5% (α = 0.05) of 0.000 <0.05 and t_{count} (5.827) > t_{table} (1.661), then Ha is supported and Ho is not supported, so that partially the motivational variable has a significant positive effect on performance at The Regional Civil Service Agency for Lampung Province, which means that if motivation increases, performance will also increase. The attention from superiors to subordinates can also motivate employees to work. The closer and more often the boss pays attention and approaches subordinates, the more employee morale will increase and the job satisfaction of employees will also be obtained. This research is relevant to research conducted by Sukarani (2013), entitled The Influence of Self-efficacy and Work Motivation on the Performance of Office Employees of the Regional Civil Service Agency of Lampung Province. The results of this study indicate that motivation has a positive and significant effect on employee performance.

CONCLUSION AND SUGGESTION

a. Conclusions

The results of the research and discussion of the influence of self-efficacy and motivation on employee performance at the Lampung Provincial Civil Service Office, it can be concluded as follows:
a) Partially the variable Self-efficacy has a positive and significant effect on employee performance at the Lampung Provincial Civil Service Office, which means that if self-efficacy increases, performance will also increase. Partially, motivation also has a positive and significant effect on employee performance at the Lampung Provincial Civil Service Office, which means that if motivation increases, performance will also increase.

b) The results of the regression test for the coefficient of determination, that the coefficient of determination (R square) is 0.346 or 34.6%, the influence of the research variables, the remaining 65.4%, is influenced by other factors outside this study. The self-efficacy and motivation variables in this study can be used to explain the dependent variable or performance variable.

b. Suggestion

Based on the discussion that has been described, there are suggestions in this study as follows:

a) Suggestions for employees regarding the problem of self-efficacy, should be calm when given a task suddenly in a short time, have confidence in their abilities that the task can be completed properly.

b) Advice that can be given regarding the level of employee motivation and performance, maintain it and further enhance it so that employee motivation and performance get better, and employees have innovation and are able to convey new ideas in order to improve employee performance in an organization/place where they work.

c) For researchers, it is hoped that this research will be useful and add insight and knowledge to future researchers who will continue research on the science of human resource management from the point of view of self-efficacy and motivation on performance.

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