

**THE EFFECT OF SELF EFFICACY, WORK STRESS, MOTIVATION
AND REWARD ON EMPLOYEE PERFORMANCE OF THE
REGIONAL FINANCIAL AND ASSET MANAGEMENT AGENCY OF
LAMONGAN REGENCY**

Asmaul Khusnah

Faculty of Economics and Business

Islamic University of Lamongan

Lamongan, Indonesia

asmaulkhusnah@unisla.ac.id

Yunni Rusmawati DJ

Faculty of Economics and Business

Islamic University of Lamongan

Lamongan, Indonesia

yunnirusmawatidj@unisla.ac.id

Sabilar Rosyad

Faculty of Economics and Business

Islamic University of Lamongan

Lamongan, Indonesia

abilrosyad@unisla.ac.id

Sutinem

Faculty of Economics and Business

Islamic University of Lamongan

Lamongan, Indonesia

sutinem@unisla.ac.id

Article Info

Keywords:

*Self Efficacy, Work Stress,
Motivation, Rewards, and
Employee Performance*

ABSTRACT

This study aims to determine the influence of self-efficacy, work stress, motivation, and reward on employee performance at the Regional Financial and Asset Management Agency (BPKAD) of Lamongan Regency. The sample in this study was 84 respondents. The data analysis techniques used in this study were descriptive statistical analysis, validity test, reliability test, multiple linear regression test, and hypothesis test. The results of the study indicate that the variables of self-efficacy, work stress, motivation, and reward have a partial effect on employee performance. And simultaneously the variables of self-efficacy, work stress, motivation, and reward have a positive and significant effect. While the results of the multiple linear regression

INTRODUCTION

Employees are a very important component in an organization. An employee is the main thing for achieving organizational goals in assisting government tasks. The employees expected in an organization are employees who are productive and agile in carrying out government tasks, therefore employees must be able to be utilized optimally so that their existence can be felt and beneficial to the organization. To achieve these organizational goals, the organization is very dependent on employees, to develop their abilities in terms of developing knowledge, skills, and attitudes. This is necessary so that employee productivity can increase, employees have accuracy in carrying out tasks, and cooperation between various work units that carry out different activities. Employees who have good performance will also produce good organizational performance. This study aims to determine the effect of self-efficacy, work stress, motivation and reward on employee performance partially and simultaneously and to determine which variables have the most dominant effect on employee

performance. In addition, the theoretical benefits of this study are to increase theoretical insight into the variables that affect employee performance and as a reference and guideline for researchers in the future.

self efficacy is a person's belief about the skills possessed by an individual in applying abilities in the activities carried out. Self-efficacy can make individuals develop soft skills and provide motivation for themselves. According to Bhastary (2020) work stress is one of the serious problems that befalls every employee in their workplace. Stress can arise as a result of pressure or tension that stems from a disharmony between a person and their environment. Malayu Hasibuan in Suparno (2019) stated, "motivation to think about methods to deploy skills to achieve the expected target. A person works to meet the needs of his life, so that the will of self and others varies so that individual behavior will vary in work.

Rewards is a form of appreciation, either praise or material given to someone because of their achievements with the hope that the positive behavior will be repeated (Verawaty & Izzati, 2020). Mangkunegara (2022), performance is the work results achieved by someone in carrying out their duties in accordance with the responsibilities given. Performance also includes the quality, quantity, and completion time of a job, which is related to the achievement of organizational goals. Based on the explanation above, this study aims to analyze "The Effect of Self-efficacy, Work Stress, Motivation, and Rewards on Employee Performance at the BPKAD of Lamongan Regency".

RESEARCH METHODS

1. Types of research

The research method is a scientific way of obtaining data intended for something. What is used in this research is a quantitative approach with a descriptive verification method. According to Sugiyono (2022), quantitative research is a method that emphasizes the measurement and analysis of numerical data processed using statistical methods..

2. Population

According to Sugiyono (2022), population is a broad category consisting of people who have been selected by researchers to be investigated because they have certain characteristics before making a discussion. First, the research population is selected. This study analyzed employees of the Regional Financial and Asset Management Agency (BPKAD) of Lamongan Regency, totaling 84 employees.

3. Sample

According to Sugiyono (2022:81) a sample is part of the number and characteristics possessed by the population. Samples taken from the population must be truly representative or represent the population being studied. This study uses a sampling technique, namely saturated sampling because the entire population is sampled. This study uses a purposive sampling technique (non-probability sampling).

4. Data Analysis Techniques.

a. Validity test

Validity Test is used to measure the validity or otherwise of a questionnaire. Valid research results if there is a similarity between the collected data and the actual data that occurs in the object being studied. A valid instrument means that the measuring instrument used to obtain data (measure) is valid.

b. Reliability test

Reliability Test according to Sugiyono (2021: 176) is used to measure data reliability where the instrument is declared reliable if the instrument can produce the same data when used to measure the same object repeatedly. In this study, the Cronbach Alpha formula was used to measure the reliability test.

c. multiple linear regression analysis test

According to Sugiyono (2020:213), multiple linear regression analysis is an analysis tool used to predict changes in the value of a dependent variable when the value of the independent variable is increased or decreased.

d. Hypothesis Testing

1) t-test

The t-test is used to determine the effect of independent variables on dependent variables partially and to determine the dependent variable by measuring the degree of relationship between the independent and dependent variables.

2) F Test

This test is carried out to determine whether the variables studied in this study have a high level of feasibility to be able to explain the phenomena analyzed using the F test. This study was conducted by looking at Anova which was compared with the Mean Square of the regression and the Mean Square of the residual so that a result was obtained called the calculated F.

3) Coefficient of determination test

The coefficient of determination (R^2) measures the ability to explain the dependent variable or bound variable. According to Ghozali (2018:97), the coefficient of determination is a number used to describe or determine the contribution of variable X (independent) to variable Y (bound).

RESEARCH RESULTS AND DISCUSSION

a. Validity Test

Validity Test is used to see whether each questionnaire is valid in product quality, price, promotion, location and purchasing decision. The critical value of this test is 0.214 with $DF = n-2$ significant level of 0.05 (5%). The instrument is said to be valid if the correlation coefficient number obtained is greater than the critical value r .

Table 4.6 Validity Test Results

No	variables	Item	r count	r table	Information
1.	<i>Self efficacy</i> (X1)	X1.1	0.505	0.214	Valid
		X1.2	0.598	0.214	Valid
		X1.3	0.749	0.214	Valid
		X1.4	0.788	0.214	Valid
2.	Work stress(X2)	X2.1	0.860	0.214	Valid
		X2.1	0.777	0.214	Valid
		X2.1	0.691	0.214	Valid
		X2.1	0.750	0.214	Valid
3.	Motivation (X3)	X3.1	0.787	0.214	Valid
		X3.2	0.878	0.214	Valid
		X3.3	0.885	0.214	Valid
		X3.4	0.823	0.214	Valid
4.	<i>Rewards</i> (X4)	X4.1	0.321	0.214	Valid
		X4.2	0.675	0.214	Valid
		X4.3	0.488	0.214	Valid
		X4.4	0.318	0.214	Valid
5.	Performance (Y)	Y.1	0.819	0.214	Valid
		Y.2	0.690	0.214	Valid
		Y.3	0.665	0.214	Valid
		Y.4	0.741	0.214	Valid

Data source : SPSS 25 output results

Based on the SPSS output results above in table 4.6, it shows that all indicators or statement items from each variable in this study have a calculated r value > r table (0.214), which means that the validity test states that all indicators from each variable are valid.

b. Reliability test

Table 4.7 Reliability Test Results

No	Variables	Cronbach's Alpha	Information
1.	<i>Self efficacy</i> (X1)	0.770 > 0.60	Reliable
2.	Work stress(X2)	0.806 > 0.60	Reliable
3.	motivation(X3)	0.827 > 0.60	Reliable
4.	<i>reward</i> (X4)	0.619 > 0.60	Reliable
5.	Performance (Y)	0.790 > 0.60	Reliable

Data source : SPSS 25 output results

From the table above shows that the Cronbach's alpha value for each research variable is greater than 0.60. Thus it can be concluded that all research instruments are reliable.

c. Multiple linear regression analysis test

According to Ghazali (2019), the analysis that measures an independent variable (X) more than one against the dependent variable (Y). This multiple linear regression analysis aims to use independent variables whose values are known to predict a single dependent value selected by the researcher.

Table 4.8 Multiple Linear Regression Analysis Test

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-1,992	1,420		-1,402	,165
<i>Self Efficacy</i>	,129	,105	,108	3,229	,001
Job Stress	,463	,088	,460	5,247	,000
Motivation	,285	,111	,255	2,560	,012
<i>Rewards</i>	,224	,111	,163	2,020	,047

a. Dependent Variable: Employee Performance

Data source : SPSS 25 output results

Based on the results of the regression calculations in the table above, the following equation is obtained:

$$Y = -1.992 + 0.129 + 0.463 + 0.285 + 0.224$$

From the coefficient of the independent variables above, the value is positive. This means that it has the same direction of change as the dependent variable. In addition, the coefficient of the work stress variable with a coefficient of 0.463 means that the work stress variable has the largest value compared to the regression coefficient of the self-efficacy, motivation and reward variables. Thus, it can be concluded that the most dominant factor in employee performance (Y) is the price variable.

d. Hypothesis Testing

1) t-test

According to Ghozali (2019), the partial effect hypothesis test (t-test) is used to determine the partial effect of the independent variable.

Table 4.9 t-Test Results

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-1,992	1,420		-1,402	,165
<i>Self Efficacy</i>	,129	,105	,108	3,229	,001
Job Stress	,463	,088	,460	5,247	,000
Motivation	,285	,111	,255	2,560	,012
<i>Rewards</i>	,224	,111	,163	2,020	,047

a. Dependent Variable: Employee Performance

Data source : SPSS 25 output results

Based on the results of the t-test in table 4.14, it shows that:

1. *Self efficacy*(X1), Based on the results of the t-test, the calculated t value (3.229) is greater than the t-table value (1.971) with a significance level of $0.001 < 0.05$, so H_0 is rejected and H_1 is accepted, which means that there is a positive and significant influence between the self-efficacy variable (X1) and Employee Performance (Y).
2. Work Stress (X2), Based on the results of the t-test, the calculated t value (5.247) is greater than the t-table value (1.971) with a significance level of $0.000 < 0.05$, so H_0 is rejected and H_1 is accepted, which means there is a positive and significant influence between the price variable (X2) and the purchasing decision (Y).
3. Motivation (X3), Based on the results of the t-test, the calculated t value (2.560) is greater than the t-table value (1.971) with a significance level of $0.012 < 0.05$, so H_0 is rejected and H_1 is accepted, which means there is a positive and significant influence between the motivation variable (X2) and employee performance (Y).
4. *reward*(X4), Based on the results of the t-test, the calculated t value (2.020) is greater than the t-table value (1.971) with a significance level of $0.047 < 0.05$, so H_0 is rejected and H_1 is accepted, which means that there is a positive and significant influence between the rewards variable (X4) and Employee Performance (Y).

2) f test

Table 4.16 F test results

ANOVA						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	211,615	4	52,904	68,417	,000b
	Residual	61,087	79	,773		
	Total	272,702	83			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Reward, Self Efficacy, Work Stress, Motivation						

Data source : SPSS 25 output results

The results of the analysis obtained an F count of 68.417, while at a significant level $\alpha = 0.05$ F table value of 3.41 with a probability (sig) of 0.000 smaller than 0.05, then the assumption is obtained that H_0 is rejected and H_1 is accepted. So it is tested that together there is a significant influence between self-efficacy, work stress, motivation, and reward on employee performance.

3) Coefficient of determination test

Table 4.11 Results of Determination Coefficient Test

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,881a	,776	,765	,879	1,502
a. Predictors: (Constant), Reward, Self Efficacy, Work Stress, Motivation					
b. Dependent Variable: Employee Performance					

Data source : SPSS 25 output results

Based on the results in table 4.13, it can be seen that the regression calculation shows that the coefficient of determination (adjusted R square) obtained is 0.949, this means that 94.9% of the purchasing decision variables can be explained by the variables of product quality, price, promotion and location. The remaining 5.1% of the purchasing decision variables can be explained by other variables or factors such as brands and so on.

CONCLUSION

Based on the results of the analysis and discussion related to the problems and objectives of the research, it can be concluded that:

1. From the results of the t-test on the variables of self-efficacy, work stress, motivation, and reward, it shows that the three variables have a partial effect on employee performance, this is proven by the fact that the calculated t value is $t_{\text{calculated}} > t_{\text{table}}$.
2. The results of the F test show that the variables self-efficacy, work stress, motivation and reward show that the three variables have a simultaneous influence.
3. The variable that has the most dominant influence on Employee Performance (Y) is the work stress variable. This can be proven through research results using Multiple Linear Regression.

REFERENCES

- Andi Hendrawan, HS (2020). The Influence of Work Stress on Creativity in Workers in MSMEs in the Bantarsari Area, Cilacap Regency. *Journal of Management and Economics*, 18.
- Andre Fitrianol, RC (2020). The Influence of Work Stress, Work Discipline and Work Communication on Employee Performance at PT. National Super. *Warta Journal Edition* 63, 23.
- DJ, YR (2022). Analysis of leadership style, work motivation, and work environment on employee performance at PT Berlian Jasa Terminal Indonesia. *National Seminar on Economic and Business Research*, 12.
- Ferlia, L. (2022). The Influence of Reward and Punishment on Employee Performance at CV Garden Cell Kediri. *Journal of Publication of Information Systems and Business Management (JUPSIM)*, 10.

- Hana Diawati, KK (2019). THE ROLE OF WORK MOTIVATION AND SELF-EFFICACY IN IMPROVING EMPLOYEE PERFORMANCE. *Journal of Management and Bussines (JOMB)*, 10.
- Haylen Jenia, LA (2023). The Effect of Punishment and Reward on Employee Work Productivity at CV Hastaningrat Jombang. *Surplus: Journal of Economics and Business*, 12.
- Nurul Badriyah, AM (2024). Does Management Efficiency have any Influence on Job Satisfaction? *Scientific Journal of Economics*, 16.
- Yunni Rusmawati DJ, NB (2023). The Influence Of Work Environment, Motivation, Communication, Job Stress and Work Discipline On Performance Mediated By Job Satisfaction In Rebana Craftsman MSMES