THE INFLUENCE OF SELF-EFFICACY AND LEADERSHIP ON EMPLOYEE PERFORMANCE AT PT. BTPN SYARI'AH

JURNAL

Diajukan Untuk Memenuhi Sebagian Syarat
Memperoleh Gelar Sarjana Manajemen
Program Studi Manajemen

Nama	: NUR RAMADHANI LBS
NPM	: 2005160165
Program Studi	: Manajemen Sumber Daya Manusia

PROGRAM STUDI MANAJEMEN

FAKULTAS EKONOMI DAN BISNIS

UNIVERSITAS MUHAMMADIYAH SUMATERA UTARA

2024

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِيْمِ

PENGESAHAN UJIAN SKRIPSI

Panitia Ujian Strata-1 Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Sumatera Utara, dalam sidangnya yang diselenggarakan pada hari Senin, tanggal 03 Juni 2024, pukul 08.30 WIB sampai dengan selesai, setelah mendengar, melihat, memperhatikan, dan seterusnya.
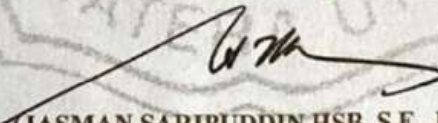
MEMUTUSKAN

Nama   : NUR RAMADHANI LBS
NPM   : 2005160165
Program Studi   : MANAJEMEN
Kosentrasi   : MANAJEMEN SUMBER DAYA MANUSIA
Judul Skripsi   : THE INFLUENCE OF SELF-EFFICACY AND LEADERSHIP ON EMPLOYEE PERFORMANCE AT PT. BTPN SYARI'AH

Dinyatakan   : (A) *Lulus Yudisium dan telah memenuhi persyaratan untuk memperoleh Gelar Sarjana pada Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Sumatera Utara*

TIM PENGUJI
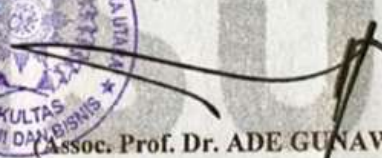
Pembimbing

(JASMAN SARIPUDDIN HSB, S.E., M.Si.)

PANITIA UJIAN

Ketua   Sekretaris

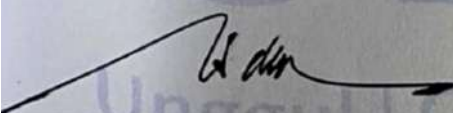(Dr. H. JANURI, S.E., M.M., M.Si., CMA.)   (Assoc. Prof. Dr. ADE GUNAWAN, S.E., M.Si.)

BERITA ACARA BIMBINGAN ARTIKEL

Nama Mahasiswa : Nur Ramadhani Lbs
NPM : 2005160165
Dosen Pembimbing : Jasman Saripuddin Hsb, S.E., M.Si.
Program Studi : Manajemen
Konsentrasi : Manajemen Sumber Daya Manusia
Judul Penelitian : Pengaruh *Self Efficacy idan* Kepemimpinan tehadap Kinerja Kayawan di PT. BTPN Syariah

Item	Hasil Evaluasi	Tanggal	Paraf Dosen
Bab 1	*Sistematika penulisan disesuaikan dg buku panduan. Latar belakang disempurakan*		
Bab 2	*Teori yg digunebas lms releuan dan terbar*		
Bab 3	*tehnik analisis & perbaiki*		
Bab 4	*hasil pembahasan dihubhan dg teori jurnal yg diperbaiki sdg oypebn*		
Bab 5	*simpulan dan saran di kufrohalin*		
Daftar Pustaka	*tabai tulisas loos lter mundard 6.*		
Persetujuan Sidang Meja Hijau	*tee sdn mementin syont ubk diplan sidang*	16/8/24	

Diketahui oleh:
Ketua Program Studi

Medan, Mei 2024
Disetujui oleh:
Dosen Pembimbing

JASMAN SARIPUDDIN HSB, S.E., M.Si

JASMAN SARIPUDDIN HSB, S.E., M.Si

KATA PENGANTAR

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

Assalamualaikum Warahmatullahi Wabarakatuh

Kita semua diberkati oleh Allah SWT, dan penulis ingin mengucapkan terima kasih dan pujian kepada-Nya. Beliau telah melimpahkan anugerah dan rahmat yang luar biasa kepada kita semua, dan secara khusus beliau ingin mengucapkan terima kasih dan puji syukur kepada Nabi Muhammad Salallahu Alaihi Wasallam yang telah membantu penulis menyelesaikan skripsi ini dengan baik. Penulis menyelesaikan jurnal ini untuk mendapatkan gelar Sarjana Manajemen (S.M) dari Universitas Muhammadiyah Sumatera Utara. Jurnal ini berisikan hasil penelitian yang berjudul **"PENGARUH SELF-EFFICACY DAN KEPEMIMPINAN TERHADAP KINERJA KARYAWAN DI PT. BTPN SYARIAH"**

Saat membuat jurnal ini, penulis menemui banyak tantangan. Walaupun belum sempurna, penulis menyambut baik masukan dan kritik yang membangun dari para pembaca demi meningkatkan kualitasnya. Oleh karena itu, penulis ingin mengucapkan terima kasih kepada pihak-pihak berikut pada kesempatan ini:

1. Saya berterima kasih kepada panutan saya, Ayahanda Muhammad Akhyar Lubis yang terus menerus memberikan dukungan terhadap kesejahteraan penulis. Meski tidak sempat mengenyam pendidikan formal hingga perguruan tinggi, ia berhasil mendidik, memotivasi, dan mendukung penulis sepanjang perjalanan akademisnya hingga lulus.

2. Ibu saya, Nurlela Sinaga, selalu menjadi sumber kasih sayang dan dukungan, selalu memberikan motivasi dan doa selama saya belajar, sehingga saya dapat berhasil lulus.

3. Saya mengucapkan terima kasih atas kasih sayang dan dukungan besar yang diberikan oleh kakak-kakak saya, Nurul Rafiqoh Lubis dan Sahyra Lubis, baik dalam bentuk narasumber, doa, dan semangat, yang sangat berkontribusi terhadap keberhasilan penyelesaian jurnal ini.

4. Bapak Prof. Dr. Agussani, M.AP., selaku Rektor Universitas Muhammadiyah Sumatera Utara.;

5. Bapak Assoc. Prof Dr. H. Januri S.E., M.M., M. Si., selaku Dekan Fakultas Ekonomi Universitas Muhammadiyah Sumatera Utara.;

6. Bapak Assoc. Prof Dr. Ade Gunawan, S.E., M.Si. selaku Wakil Dekan I Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Sumatera Utara.;

7. Bapak Dr. Hasrudy Tanjung, S.E., Msi. Selaku Wakil Dekan III Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Sumatera Utara.;

8. Bapak Jasman Syarifuddin S.E., M.Si., Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Sumatera Utara selaku Dosen Pembimbing yang telah memberikan bantuan, bimbingan dan arahan kepada penulis dalam proses penyusunan skripsi ini.

9. Bapak Prof. Dr. Jufrizen S.E., M.Si. selaku Sekretaris Prodi Manajemen Universitas Muhammadiyah Sumatera Utara.

10. Seluruh dosen dan Seluruh pegawai Biro Administrasi Fakultas Ekonomi Universitas Muhammadiyah Sumatera Utara yang telah memberikan ilmu dan telah membantu dalam menyelesaikan segala berkas administrasi yang dibutuhkan selama perkuliahan.

11. Saya memuji diri sendiri karena telah sabar dan menunjukkan kesabaran serta keikhlasan dalam mengelola dan mengerjakan jurnal ini, meskipun banyak menitikkan air mata. Semoga pencapaian yang telah Anda capai ini dapat membantu Anda mengenali dan mengakui kehebatan, kekuatan, dan ketahanan diri Anda, terutama pada saat-saat ketika Anda mungkin meragukan kemampuan Anda.

12. Akhir kata saya ingin mengucapkan terima kasih kepada teman saya Nur Halimah atas kontribusinya yang sangat berarti dalam penyusunan jurnal ini. Yang memberikan persahabatan, menginvestasikan waktu, tenaga, tenaga mental, dan menanamkan semangat untuk tetap gigih mengejar cita-cita. Terima kasih telah menjadi sahabat setia yang selalu mendukung penulis sepanjang fase perjalanan hidup merek.

Akhir kata, penulis mengucapkan terima kasih dan memanjatkan doa kepada seluruh individu atau kelompok yang telah memberikan dukungan dan bantuannya. Kemurahan Allah SWT diharapkan dapat melimpahkan kebaikan yang lebih besar lagi sebagai balasannya.

Medan,   Mei 2024.

NUR RAMADHANI LBS
NPM: 2005160165

DAFTAR ISI

THE INFLUENCE OF SELF-EFFICACY AND LEADERSHIP ON EMPLOYEE PERFORMANCE AT PT. BTPN SYARI'AH

Nur Ramadhani Lubis[1]
Universitas Muhammadiyah Sumatera
Utaranurramadhanilubis100e@gmail.com[1]

Jasman sarifuddin Hasibuan[2] Universitas
Muhammadiyah Sumatera Utara
jasmansarifuddin@umsu.ac.id[2]

Keywords:	ABSTRACTS
Self-efficacy, Leadership, Employee Performance, Emotional Exhaustion, PT. BTPN Syariah	*This research focuses on the influence of self-efficacy and leadership on employee performance at PT. BTPN. The era of globalization demands an improvement in the quality of human resources as a key factor in achieving the company's vision and mission. PT BTPN Syariah, as part of these efforts, emphasizes the importance of human resource development to enhance performance. Employee performance improvement is pursued through the enhancement of self-efficacy, which is an individual's belief in their own abilities, and effective leadership. This research utilizes a survey method with an online questionnaire as a data collection tool. The results indicate that self-efficacy and leadership positively influence employee performance. Additionally, emotional exhaustion plays a role as a moderating variable, where high levels of employee performance are associated with lower levels of emotional exhaustion. Descriptive data regarding respondent characteristics include gender, age, and educational level. The entire population of facilitators at PT. BTPN Syariah (82 individuals) is taken as a sample using the census technique.*

A. INTRODUCTION

Improving the quality of human resources in the era of globalization has become crucial for companies, where employees play a vital role as the main drivers to achieve the company's vision and mission. Company performance is a key factor in assessing goal achievements, both in the short and long term (Asnawi, 2019).

Human resources are considered crucial assets that support the operational sustainability of companies. PT BTPN Syariah emphasizes the importance of human resource development as a strategy to improve performance in conducting business. Strengthening the human resource management system involves identifying functions, organizing organizational structures, and reorganizing with the aim of improving management performance (Asnawi, 2019).

Employee performance improvement can be achieved through Self-efficacy, individuals' belief in their abilities. The importance of self-efficacy and leadership style in improving employee job satisfaction is acknowledged as a key factor. Individuals with high self-efficacy are more capable of performing their jobs well (Abdullah, 2019).

Leadership factors also influence employee self-efficacy. Leadership is defined as the ability to influence groups to achieve company goals. (Mubarok & Zein, 2019) The success of improving employee performance is supported by job satisfaction, which is a determining criterion for organizational success in meeting the needs of its members (Afandi, 2021). Employee job satisfaction reflects feelings about the job and work environment. Job satisfaction drives employee performance improvement, which in turn contributes positively to the company. Conversely, low job satisfaction can create a less productive work environment (Zulfikar, 2020).

The level of job satisfaction is individual and has an impact on organizational process outcomes. Job satisfaction is influenced by internal and external organizational factors as well as individual characteristics (Bargsted et al., 2019). Emotional exhaustion, arising from job demands, can be a barrier to achieving job satisfaction and increasing employee productivity (Harahap & Khair, 2019). Essentially, emotional exhaustion, conceptualized as a response to job demands, can lead to decreased concentration and employee performance. Emotional exhaustion is identified as an indicator of burnout, which can affect employee productivity and well-being (Fuadi, 2022).

According to Kristensen, as cited in (Henndy Ginting & Hary Febriansyah, 2020), psychological fatigue or burnout is often considered a response to various job demands. Employees at this stage experience emotional exhaustion continuously over a considerable period. As a result, employees may experience mental fatigue leading to decreased concentration in task performance, even allowing neglect of job responsibilities that should be undertaken (Hasanah et al., 2019).

Pines & Aronson, as conveyed by (R.R Lia Chairia, 2019), explain that emotional exhaustion or exhaustion is an indicator of burnout conditions that produce certain feelings due to excessive psycho-emotional demands. These symptoms are characterized by the loss of feelings, attention, trust, interest, and enthusiasm. Emotional exhaustion arises as a response to excessive stress that is difficult to cope with. Field observations indicate that facilitators at PT. BTPNSyaruah are suspected of experiencing emotional exhaustion. This is observed from the frequent complaints made by facilitators about fatigue due to double workloads

and time pressure. As a result, employee work productivity decreases, which can lead to losses for the company.

PT BTPN Syariah has 23 branch offices. Observations of facilitators indicate problems related to self-efficacy, leadership, job satisfaction, and emotional exhaustion. An online questionnaire to facilitators at PT BTPN Syariah MMS Deli Serdang Branch showed issues such as 68% of facilitators finding it difficult to complete tasks from mentors. The questionnaire results also show that 43% of facilitators feel they are not given realistic targets by superiors, and only 30% feel able to commit to the institution's work quality standards. Facilitator job satisfaction is also an issue, with 65% feeling the company provides adequate facilities, but only 27% are satisfied with performance assessments during fieldwork. Facilitator emotional exhaustion is also a concern, with 51% experiencing stress due to high workloads and 75% feeling anxious about the amount of work assigned by superiors (Primary Data, 2023).

Based on the above issues, a study titled "The Influence of Self-efficacy and Leadership on Employee Performance at PT. BTPN Syariah" was conducted to analyze the effects of these factors on facilitator performance and well-being.

B. METHOD

Research Approach

This study involves four variables, namely self-efficacy (X1), leadership (X2) as independent variables, Employee Performance (Y) as the dependent variable, and emotional exhaustion (Z) as the moderating variable. The method used is a survey, an approach used to collect data on beliefs, opinions, characteristics, behaviors, and variable relationships. According to Sugiyono (2022), surveys help analyze hypotheses related to sociological and psychological variables by utilizing past or present data. The survey technique involves distributing questionnaires as the main source of data collection. After obtaining responses from the questionnaires, the data is processed and analyzed using the SPSS version 26 application, using path analysis and correlation analysis to test the relationships between variables.

Operational Definition

Operational definition refers to the parameters determined by the researcher to study a phenomenon with the aim of obtaining information and then making conclusions. The operational definitions in this study include:

Self-efficacy (X1)

Self-efficacy is defined as an individual's belief in their competence level in a specific field. Self-efficacy indicators include choice behavior, effort and perseverance, thought patterns, emotional reactions, and the manifestation of abilities possessed (Amalia and Framusinto, 2020:87).

Leadership (X2)

Leadership is defined as the activity of influencing others and changing individual behavior to achieve individual or group goals. Leadership indicators include the ability to foster cooperation, effectiveness, participatory leadership thinking patterns, delegation of tasks and authority, and the ability to complete taskson time (Samsul Ariffin, 2019).

Employee Performance (Y)

Employee performance is assessed as the evaluation perceived by employees regarding their work, reflected in positive behaviors towards work and aspects of the work environment. Employee performance indicators include job, salary, promotion, supervisor, and peer evaluation (Handoko, 2020:193).

Emotional Exhaustion (Z)

Emotional exhaustion is considered a symptom of burnout that arises from excessive psycho-emotional demands, characterized by the loss of feelings, attention, trust, interest, and enthusiasm. Emotional exhaustion indicators include loss of feeling and attention, loss of trust, loss of interest, and loss of enthusiasm (Pines & Aronson, 2019).

Research Site

This research was conducted at PT. BTPN Syariah as the research object.

Population and Sample

According to Sugiyono (2018: 117), population refers to the homogenization area containing phenomena or topics with specific capacities and characteristics. The population in this study involves 85 facilitators at PT. BTPN Syariah. When the population size is less than 100, it is recommended to take the entire population as the sample. However, if the population size is more than 100, approximately 10-15% or 20-25% of the total population can be taken (Arikunto 2012:104). The sample in this study, the entire population, namely 82 facilitators, was taken as the sample using a census technique.

Data Collection Technique

The data collection technique was carried out using questionnaires (online surveys) with Likert Scale to assess the attitudes, opinions, and perceptions of respondents (Sujarweni, 2020:94).

Data Analysis Technique

Data analysis involves the use of SPSS 26.0 software. According to (Bahri, 2018:155), the data analysis phase includes respondent description, respondent answer description, validity and reliability tests, descriptive statistical analysis, research instrument tests (t-test and F-test), and determination coefficients (R^2).

Descriptive Statistical Analysis

Descriptive statistics are used to describe respondent data, including characteristics such as gender, age, education, and length of employment. The analysis also includes indices to evaluate respondent responses to research variables (Miranda Alvares et al., 2020).

Research Instrument Test

Instrument testing involves validity and reliability tests. Validity testing assesses the extent to which the instrument can measure what should be measured, while reliability testing measures the reliability and consistency of the instrument. This test was conducted on 85 facilitator respondents at PT. BTPN Syariah. If the calculated r-value > table r-value at a significant level ($\alpha = 0.05$), the research instrument is considered valid (Mujiatun et al., 2019).

Reliability testing is done by examining the correlation coefficient between the questions in the research instrument (Bahri, 2018: 117). A reliable measure has a high level of reliability determined by a number called the reliability coefficient ranging from 0–1. The higher the reliability coefficient, which approaches one, the more reliable the measuring instrument (Nasution, 2017).

Hypothesis Testing

Hypotheses are tentative statements that require testing to determine their truth. In this study, the tested hypotheses include:

Determination Coefficient (R2)

R2 analysis is used to evaluate the extent to which independent variables collectively influence dependent variables. An R2 value close to 1 indicates a strong model, while a value close to 0 indicates a weak contribution. The formula for measuring the contribution of independent variables: $D = R2 \times 100\%$ Where:

- D is the Determination Coefficient,
- R is the Correlation Coefficient between Independent Variables and Dependent Variables.

Partial Significance Test (t-test)

The t-test is used to assess the significance of the individual influence of independent variables on the dependent variable. Criteria:

- Ho rejected, Ha accepted if Tcalculation > Ttable
- Ho accepted, Ha rejected if Tcalculation ≤ Ttable

Simultaneous Significance Test (F-test)

The F-test is used to assess the significance of the regression model simultaneously. Criteria:

- Ho rejected: Fcalculation > Ftable
- Ho accepted: Fcalculation < Ftable

C. RESULT AND DISCUSSION

Description of Respondent

Characteristics This study utilized questionnaires distributed to employees of PT. BTPN. The sample size for the study comprised 82 employees. Below are the characteristics of the 82 respondents based on Gender, Age, and Education:

Tabel 4.1 Characteristics of Respondents

Gender	Frequency	percentage
a. Male	35	42,68%
b. Female	47	57,31%
Total	**82**	**100%**
Age		
a. 20-25 Years Old	21	25,60%
b. 26-30 Years Old	34	41,46%
c. >31 Years Old	27	32,92
Total	**82**	**100%**
The education level:		
a. SLTA Sederajat	8	9,75%
b. D1	0	0%
c. D2	0	0%
d. D3	3	3,65%
e. S1	71	86,58%
Total	**82**	**100%**

Source: Data Collection

Description of Research Variables

Based on the collected data, responses from the respondents have beensummarized and then analyzed to determine the descriptive statistics for eachvariable. The assessment of respondents is based on the following criteria:

The lowest assessment score is: 1

The highest assessment score is: 5

Interval = 5-15 = 0.80

Thus, the assessment boundaries for each variable are as follows:

1.00-1.79 = Very Low

1.80-2.59 = Low

2.60-3.39 = Fair

3.40-4.19 = High

4.20-5.00 = Very High

Data collection for the employee performance variable was conducted using aLikert scale questionnaire. The summarized data from respondents in this study for the variables of self-efficacy, leadership, Employee Performance, and emotionalfatigue are as follows:

Table 4.2 Recapitulation of Respondent Data

Variable	Value	Category
self-efficacy (X1)	2,85	Fair
Leadership(X2)	3,05	Fair
Emotional Fatigue (Z)	3,64	High
Employee Performance (Y)	3,45	High

Source: Data Collaction

From the respondents' answers regarding the variables of self-efficacy (X1) and leadership (X2) as independent variables, it is found that both aspects have a positive influence on Employee Performance (Y) as the dependent variable. This is evident from the majority of respondents who answered "strongly agree" and "agree," more than 50%. Thus, it can be said that employees are satisfied with their work. This influence is also apparent in emotional fatigue (Z) as a moderating variable, which indicates that high Employee Performance is associated with lower levels of emotional fatigue. This can be seen from the quality and quantity of work that employees can rely on, as well as the positive attitude of employees in their work. Effective leadership and high levels of self-efficacy not only enhance Employee Performance but also play a role in reducing emotional fatigue, indicating a synergistic relationship between the independent, dependent, and moderating variables in this study.

Validity Test

1. **Self-Efficacy (X1)**: The value of the correlation coefficient (r) is 0. ,647. Since the calculated value of rr is greater than the tabulated value of rr (0.647 > 0.217) at a significance level of 5%, the questions related to self-efficacy are considered valid. This indicates that these questions have a significant and strong correlation in measuring the self-efficacy construct in this study.

2. **Leadership (X2)**: The value of the correlation coefficient (r) is 0.554. Since the calculated value of rr is greater than the tabulated value of rr (0.554 > 0.217) at a significance level of 5%, the questions related to leadership are considered

valid. This indicates that these questions are effective in measuring the leadership construct in this study.

3. **Emotional Fatigue (Z) as a Moderating Variable**: The value of the correlation coefficient (r) is 0.604. Since the calculated value of rr is greater than the tabulated value of rr (0.604 > 0.217) at a significance level of 5%, the questions related to emotional fatigue are considered valid as a moderating variable. This indicates that these questions have a significant and strong correlation in measuring the emotional fatigue construct in its role as a moderating variable in this study.

4. **Employee Performance (Y)**: The value of the correlation coefficient (r) is 0. 696. Since the calculated value of rr is greater than the tabulated value of rr (0.696 > 0.217) at a significance level of 5%, the questions related to Employee Performance are considered valid. This indicates that these questions have a significant and strong correlation in measuring the Employee Performance construct in this study.

Reliability Test

1. **Alpha Cronbach's Value for Self-Efficacy**: The value of Cronbach's alpha is 0. 860. This variable is considered reliable because the value of Cronbach's alpha is greater than 0.60, i.e., 0. 860>0.600. 860>0.60. This indicates that the questions related to self-efficacy have high consistency in measuring this construct in the study.

2. **Alpha Cronbach's Value for Leadership**: The value of Cronbach's alpha is 0. 865. This variable is considered reliable because the value of Cronbach's alpha is greater than 0.60, i.e., 0. 865 >0.600. 865 >0.60. This indicates that the questions related to leadership have high consistency in measuring this construct in the study.

3. **Alpha Cronbach's Value for Emotional Fatigue**: The value of Cronbach's alpha is 0.917. This variable is considered reliable because the value of Cronbach's alpha is greater than 0.60, i.e., 0.917>0.600.917>0.60. This indicates that the questions related to emotional fatigue have high consistency in measuring this construct in the study.

4. **Alpha Cronbach's Value for Employee Performance**: The value of Cronbach's alpha is 0.832. This variable is considered reliable because the value of Cronbach's alpha is greater than 0.60, i.e., 0.832>0.600. 832 >0.60. This indicates that the questions related to Employee Performance have high consistency in measuring this construct in the study.

Classical Assumption Test

1. **Normality Test**: Normality is tested to determine whether the disturbance or residual variables in the regression model have a normal distribution. Normality in this study is tested using the One-Sample Kolmogorov-Smirnovtest. The results of the normality test with the One-Sample Kolmogorov- Smirnov test can be found in Table 4.3 as attached below.

Tabel 4.3 Normality Test

		Unstandardizd Residue
N		82
Normal Parameters [a, b]	*Mean*	00
	Std. Deviaton	1,925
Most Extreme Differences	*Absolute*	108
	Positive	108
	Negative	-099
Kolmogorov- Sinornov		975
Asmp . Sig. (2- taled) [c]		298 [d]

Source: Data Processing

From the results of the normality test in Table 6, it can be observed that all variables in this study have significance values greater than 0.05 (sig > 0.05). This indicates that all research variables in this regression model have a normal distribution. Therefore, it can be concluded that the distribution of all research variables in this regression model is normal, as indicated by the significance result of 0,298.

2. Multicollinearity Test

Multicollinearity test was conducted using the Variance Inflation Factor (VIF) and tolerance values from the regression model. The regression model is considered free from multicollinearity if the VIF value is < 10 and the tolerance value is > 0.10. Below are the results of the multicollinearity test:

Tabel 4.4 Uji Multikolinearitas

Coefficients[a]

Model		*Collinearity Statistics*	
		Tolerance	VIF
1	(Constant)		
	Self-efficacy	.412	2.430
	Leadership	.412	2.430

a. *Dependent Variable:* Employee Performance

Source: Data Processing

From Table 4.4 above, the calculation results of VIF and Tolerance values can be observed. The VIF value for Self-efficacy is 2.430 with a Tolerance of 0.412, while the value for Leadership is 1.020 with a Tolerance of 0.412. All these values meet the criteria for multicollinearity, namely tolerance values greater than 0.1 and VIF values less than 10. Thus, it can be concluded that there is no indication of multicollinearity among independent variables in the regression equation.

Hypothesis Testing

Regression Analysis

Based on the results of the classical assumption tests, it can be concluded that the data in this study show a normal distribution and do not exhibit heteroscedasticity or multicollinearity. Therefore, the available data meet the requirements for using a simple

22

regression model. Simple regression analysis is used to evaluate the strength of the relationship between independent and dependent variables. The results of simple regression analysis can be found in Table 4.5 below.

Tabel 4.5 Regresi Model I

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	*(Constant)*	43.663	1.564		27.921	<.001
	Self-efficacy	.137	.050	.254	2.743	.008
	Leadership	.320	.061	.484	5.216	<.001

a. *Dependent Variable*: Employee Performance

Source: Data Processing

Based on the regression analysis results in Table 4.5, the regression equation can be derived as follows:

$KK = \sigma + \beta_1 SE + \beta_2 KEP KK = \sigma + \beta_1 SE + \beta_2 KEP$

$KK = 43.663 + (0.137)SE + (0.320)KEP KK = 43.663 + (0.137)SE + (0.320)KEP$

Tabel 4.6 Regresi Model II

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	*(Constant)*	41.991	1.173		35.786	<.001
	Self-efficacy	.264	.043	.489	6.114	<.001
	Leadership	.510	.074	.771	6.918	<.001
	X1.Z	.003	.001	.385	4.141	<.001
	X2.Z	.004	.001	.475	4.128	<.001

a. *Dependent Variable:* Employee Performance

Source: Data Processing

Based on the regression analysis results in Table 4.5, the regression equation can be expressed as follows: $KK = \sigma + \beta_1 SE + \beta_2 KEP + \beta_3 X_1 Z + \beta_4 X_2 Z KK = \sigma + \beta_1 SE + \beta_2 KEP + \beta_3 X_1 Z + \beta_4 X_2 Z$

$KK = 41.991 + (0.264) SE + (0.510)ROA + (0.003)X_1 Z + (0.004)X_2 Z KK = 41.991 + (0.264)SE + (0.510)ROA + (0.003)X_1 Z + (0.004)X_2 Z$

Where:
- KK = Employee Performance (Y)
- SE = Self-efficacy (X1)
- KEP = Leadership (X2)
- Z = Emotional Exhaustion

T-test

Partial or t-test is used to evaluate the partial impact of independent variableson the dependent variable. Testing the regression results is done using t-tests at a significance level of 95% or $\alpha = 5\%$, with the following criteria: a. If the significance level is less than 5% (0.05), then the null hypothesis (H0) is rejected and thealternative hypothesis (Ha) is accepted. b. If the significance level is greater than 5% (0.05), then the null hypothesis (H0) is accepted and the alternative hypothesis (Ha)is rejected.

Tabel 4.7. Uji t

Variabel	B	t	Sig.
1 (Constant)	3,865	1,986	<.051
Self-efficacy	.317	4,775	<.000
Leadership	.303	4,739	<.000
X1.Z	.003	4.141	<.000
X2.Z	.004	4.128	<.000

a. *Dependent Variable*: Employee Performance

Source: Data Processing

The calculation is done using the degrees of freedom (Df), which is calculated as 82 minus 4, resulting in a value of 78. At a significance level of 0.05%, the t-table value is 1.990. Based on the regression analysis for the variables self-efficacy, leadership, X1Z, and X2Z, the calculated t-values are 4,775, 4,739, 4.141, and 4.128, respectively. The significance values (sig) for all variables are 0.001, indicating the rejection of the null hypothesis (H0) and acceptance of the alternative hypothesis (Ha). Thus, it can be concluded that self-efficacy and leadership have a significant influence on Employee Performance. Additionally, emotional exhaustion, as a moderating variable, is proven to strengthen the influence of self-efficacy and leadership on Employee Performance.

Coefficient of Determination Test

The coefficient of determination indicates the extent to which the regression model can explain the observed variation in the independent variable. Here are the results of the coefficient of determination test.

Table 4.8 Determination Coefficient Test for Self-Efficacy, Leadership on Employee Performance

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.578[a]	.334	.317	3.895

a. Predictors: (Constant), *Leadership*, Self-efficacy

Source: Data Processing

Table 4.9 Coefficient of Determination Test for Self-Efficacy, Leadership, X1Z, X2Z on Employee Performance

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.817[a]	.668	.651	2.784

a. Predictors: (Constant), X2.Z, Self-efficacy, X1.Z, *Leadership*

Source: Data Processing

The calculation result of the coefficient of determination (Adjusted R^2) in Table 4.8 shows a figure of 0.334 or equivalent to 33.4%. This value depicts the extent to which the independent variables can explain the observed variation in the dependent variable, which includes factors such as self-efficacy and leadership. The remaining approximately 66.6% of the variation unexplained by the variables included in the model may be influenced by other factors not included in the analysis. In Table 4.9, the coefficient of determination significantly increases to 0.668 or 66.8%. This indicates that around 66.8% of the variability in Employee Performance can be explained by the combination of self-efficacy, leadership, and emotional exhaustion as a moderating variable. Emotional exhaustion, acting as a moderating variable, proves to strengthen its influence in regulating the relationship between profitability and firm value. The remaining approximately 33.2% of Employee Performance can still be explained by other variables not included in our analysis.

These results highlight the importance of considering additional factors in a moreholistic understanding of Employee Performance in the workplace.

F Test

The F-test aims to determine the suitability of the model used with the data available in this study. The results of the F-test are listed in Table 4.10, and the following are the analysis results obtained from this test:

Table 4.10 F Test

Model		Sum of Squares	ANOVA[a] df	Mean Square	F	Sig.
1	Regression	739,002	2	369,511	97,158	<.000[b]
	Residual	300,453	79	3.803		
	Total	1039.476	81			

a. Dependent Variable: Employee Performance
b. Predictors: (Constant), X2.Z, Self-efficacy, X1.Z, Leadership

Source: Data Processing

The calculations presented earlier resulted in an F-value of 97,158 with a probability of 0.00. With an F-value greater than the critical value (F-table) and a probability less than 0.05 (5%), it can be concluded that the model used in the testing is appropriate. This indicates that the regression equation significantly describes how self-efficacy, leadership, and emotional exhaustion affect the level of employee performance at PT. BTPN Syariah.

Analysis and Discussion

1. **The Influence of Self-efficacy on Facilitator Employee Performance at PT. BTPN Syariah**

   The analysis reveals a significant relationship between self-efficacy and the performance of facilitator employees at PT. BTPN Syariah. With increasing levels of self-efficacy, facilitators tend to feel more capable of completing theirtasks and facing emerging challenges. This can enhance their confidence in achieving desired outcomes, ultimately contributing to higher employee performance. Therefore, it is important for management to pay attention to factors influencing facilitators' self-efficacy and implement strategies to strengthen it, thus enhancing overall employee performance.

2. **The Influence of Leadership on Employee Performance at PT. BTPN Syariah**

   The analysis indicates that leadership significantly influences the level of employee performance at PT. BTPN Syariah. Effective leadership not only provides clear direction and vision but also inspires and motivates employees. With good leadership, employees tend to feel valued, supported, and have opportunities for development, thereby enhancing their performance. Therefore, management needs to focus on fostering and developing effective leadership, as well as creating an organizational culture supportive of ensuring optimal employee performance throughout the organization.

3. **The Influence of Emotional Exhaustion as a Moderating Variable and Self-efficacy on Employee Performance at PT. BTPN Syariah**

   The analysis highlights the important role of emotional exhaustion as amoderating variable in the relationship between self-efficacy and employee performance at PT. BTPN Syariah. Emotional exhaustion, reflecting the level

of stress and psychological fatigue experienced by individuals in their jobs, can moderate the influence of self-efficacy on employee performance. When emotional exhaustion is high, the impact of high self-efficacy on employee performance may be more limited or even diminished. Therefore, management needs to focus on efforts to reduce emotional exhaustion in the workplace, such as providing psychological support, improving work-life balance, and developing effective coping strategies. Thus, enhancing employee performance may include not only increasing self-efficacy but also effectively managing emotional exhaustion as a moderating variable.

4. **The Influence of Emotional Exhaustion as a Moderating Variable and Leadership on Employee Performance at PT. BTPN Syariah**

The analysis indicates that emotional exhaustion as a moderating variable plays a significant role in moderating the influence of leadership on employee performance at PT. BTPN Syariah. When emotional exhaustion is high, the positive impact of leadership on employee performance may be more limited or even diminished. However, when emotional exhaustion is well managed, effective leadership can more effectively enhance employee performance. Therefore, it is important for management to focus on strategies to reduce emotional exhaustion in the workplace and strengthen effective leadership skills. Thus, improving employee performance at PT. BTPN Syariah can be achieved through wise management of emotional exhaustion and the development of strong leadership.

D. CONCLUSION

Based on the test results, it is concluded that self-efficacy and leadership have a significant influence on employee performance at PT. BTPN Syariah. The analysis indicates the significance of the regression model with an F-value of 38.764 and a probability of 0.01. The coefficient of determination (Adjusted R^2) indicates the extent to which the model can explain variations in employee performance, reaching 33.4%. With the addition of the moderating variable of emotional exhaustion, the coefficient of determination increases to 66.8%, indicating the significant role of emotional exhaustion in moderating the influence of self-efficacy and leadership on employee performance. Management needs to focus on fostering self-efficacy and leadership, as well as reducing emotional exhaustion in the workplace. These actions are expected to create a more productive and supportive work environment and improve employee performance, thereby enhancing overall organizational performance. The analysis and discussion reveal that self-efficacy, leadership, and emotional exhaustion play important roles in moderating their influence on employee performance in the company. Management needs to pay attention to and manage these factors to improve employee performance and achieve organizational goals optimally.

REFERENCES

Abdullah, S. M. (2019). Social Cognitive Theory : A Bandura Thought Reviewpublished in 1982-2012. Psikodimensia, 18(1), 85. https://doi.org/10.24167/psidim.v18i1.1708

Afandi, P. (2018). Manajemen sumber daya manusia (Teori, konsep dan indikator). Riau: Zanafa Publishing, 3.

Arikunto, S. (2017). Pengembangan instrumen penelitian dan penilaian program. Yogyakarta: Pustaka Pelajar, 53.

Asnawi, M. A. (2019). Kinerja Karyawan Perseroan Terbatas: studi kasus atas pengaruh fasilitas kerja dan karakteristik pekerjaan. Gorongtalo: CV. Athra Samudra.

Bahri, S. (2018). Metodologi Penelitian Bisnis Lengkap Dengan Teknik PengolahanData SPSS. Penerbit Andi (Anggota Ikapi). Percetakan Andi Ofsset. Yogyakarta. Bargsted, M., Vielma, R. R., & Yeves, J. (2019). Professional Self-efficacy and JobSatisfaction : The Mediator Role of Work. Journal of Work and Organizational Psychology, 35(3), 157–163.

Fitri, S., & Suwarsi, S. (2022). *Pengaruh Kelelahan Emosional terhadap Kepuasan Kerja dengan Employee Commitment sebagai Variabel Moderating Selama MasaPandemi Covid-19*. 1442–1448.

Ginting, H., & Febriansyah, H. (2020). Copenhagen psychosocial questionnaire (COPSPQ) III omnibus survei faktor-faktor psikososial di tempat kerja. Jakarta: Penerbit Prenadamedia Group.

Hasanah, U., Dewi, N., & Rosyida, I. (2019). Self-Efficacy Siswa SMP Pada Pembelajaran Model Learning Cycle 7E (Elicit, Engange, Explore, Explain, Elaborate, Evaluate, and Extend). Prisma Prosiding Seminar Nasional Matematika, 2, 551–555.

Kartono, K. (2019). Pemimpin dan *Leadership*. Jakarta: PT Raja Grafindo Persada.

Kristensen (dikutip dalam Henndy Ginting & Hary Febriansyah, 2020). Copenhagen Psychosocial Questionnaire (COPSOQ) III Omnibus Survey Faktor-Faktor Psikososial di Tempat Kerja. Jakarta: Kencana.

Mangkunegara, A.A. Anwar Prabu. (2018). Perencanaan & Pengembangan Manajemen Sumber Daya Manusia. PT Refika Aditama.

Miranda Alvares, M. E., Fonseca Thomaz, E. B. A., Lamy, Z. C., de Abreu Haickel Nina, R. V., Lopes Pereira, M. U., & Santos Garcia, J. B. (2020). Burnout syndrome among healthcare professionals in intensive care units: A cross-sectional population-based study. Revista Brasileira de Terapia Intensiva, 32(2), 251–260. https://doi.org/10.5935/0103-507X.20200036

Mubarok, A., & Zein, A. (2019). Pengaruh *Leadership* dan Motivasi Kerja Terhadap Kepuasan Kerja Karyawan PT Rahman Teknik Perkasa Bekasi. Jurnal Ilmiah Manajemen Ubhara, 1(1). https://doi.org/10.31599/jmu.v6i1.493

Mujiatun, S., Jufrizen, J., & Ritonga, P. (2019). Model Kelelahan Emosional: AntasedenDan Dampaknya Terhadap Kepuasan Kerja Dan Komitmen Organisasi Dosen. Mix Jurnal Ilmiah Manajemen, 9(3), 447. https://doi.org/10.22441/mix 2019.v9i3.005

Nasution, R. S. (2017). Pengaruh Antara Self-Efficacy Dan Kreatifitas Terhadap Intensi Berwirausaha Pada Mahasiswa Fakultas Psikologi Universitas Sumatera Utara. 1–

79.

Raden Roro Lia Chairina, M. M. (2019). Analisis Manajemen Sumber Daya Manusia(Studi Kasus Kinerja Perawat Rumah Sakit). Zifatama Jawara.

Sutrisno, H. E. (2019). Budaya organisasi. Prenada Media.

Sugiyono. (2019). Metode Penelitian Kuantitatif, Kualitatif, dan R&D. Bandung:Alfabeta.

Sutarto Wijono. (2018). *Leadership* Dalam Perspektif Organisasi. PrenadamediaGroup.

LEMBAR ANGKET RESPONDEN PENGARUH SELF-EFFICACY DAN KEPIMIMPINAN TERHADAP KINERJA KARYAWAN DI PT. BTPN SYARIAH

A. Identitas responden

Nama :

Jenis kelamin : laki-laki ☐ ☐ Perempuan

Alamat :

Tanggal :

B. Tujuan

Tujuan penggunaan lembar angket responden ini adalah untuk mengetahui Pengaruh Self-efficacy dan Kepimimpinan Terhadap Kinerja Karyawan di PT. BTPN Syariah.

C. Petunjuk

1. Berilah tanda (✓) pada kolom yang sesuai dengan pendapat anda.
2. Keterangan pernyataan sebagai berikut :

   STS = Sangat Tidak Setuju

   TS = Tidak Setuju

   N = Netral

   S = Setuju

   SS = Sangat Setuju

D. Table penilaian

No	Pertanyaan	Pernyataan				
		SS	S	N	TS	STS
Self efficacy (X1)						
1.	Saya merasa sudah berpengalaman dalam pekerjaan saya					
2.	Saya memahami alat-alat yang dibutuhkan dalam menyelesaikan tugas kerja					
3.	Saya merasa tidak pernah mengalami masalah ketika bekerja					
4.	Saya merasa jelas dengan tugas yang diberikan atasan kepada saya					

16

5.	Saya merasa jelas dengan tugas yang diberikan atasan kepada saya					
6.	Saya akan mendapatkan penghargaan ketika kinerja saya bagus					
7.	Saya tetap bersemangat dalam bekerja meskipun tanpa pengawasan dari atasan					
8.	Saya harus memahami prosedur kerja yang saya dapatkan					
9.	Menurut saya, tidak ada hambatan bekerja yang saya alami di perusahaan ini					
10.	Saya dapat menemukan solusi ketika mengalami hambatan dalam bekerja					

Kepemimpinan (X2)						
1.	Pemimpin mampu berkomunikasi dengan baik kepada anggota mengenai strategi yang akan dilakukan.					
2.	Pemimpin ditempat saya bekerja selalu peduli terhadap permasalahan yang dihadapi pegawainya dengan memberikan arahan yang tepat.					
3.	Pemimpin di tempat saya bekerja selalu memberikan perhatian dan motivasi para pegawainya untuk selalu giat dalam bekerja.					
4.	Pemimpin ditempat saya bekerja mampu mengajak anggotanya untuk bekerja dalam tim yang solid dan harmonis.					
5.	Pemimpin ditempat saya bekerja mampu mendorong para anggotanya untuk memiliki tekad dalam menyelesaikan tugas dengan tuntas.					
6.	Pimpinan ditempat kerja saya mampu merangsang anggota untuk membekali diri dengan pengetahuan dan keahlian, semisal dengan memberikan pelatihan keahlian atau pengetahuan dalam jobdes yang saya kerjakan.					
7.	Pimpinan ditempat saya bekerja selalu bisa mengajak seluruh anggotanya untuk menghormati perbedaan dan keyakinan yang dianut anggota lainnya.					
8.	Pimpinan ditempat saya bekerja					

18

	mampu menghargai setiap perbedaan pendapat untuk tujuan yang lebih baik.					
9.	Saya memiliki kepercayaan kepada pimpinan saya, bahwa pimpinan saya bisa melakukan perubahan yang lebih baik untuk instansi.					
10.	Pemimpin tempat saya bekerja memiliki strategi yang jelas dan realistis (masuk akal) dalam setiap agenda kerja yang dibuatnya.					

No	Pertanyaan	Pernyataan				
		SS	S	N	TS	STS
Kinerja Karyawan (Y)						
1.	Saya mampu berkomitmen atas kualitas kerja sesuai dengan standar yang telah ditetapkan oleh instansi.					
2.	Saya mampu berkomitmen atas kualitas kerja sesuai dengan standar yang telah ditetapkan oleh instansi.					
3.	Guna mencapai hasil yang maksimal, saya senantiasa fokus pada pencapaian target.					
4.	Pimpinan ditempat saya bekerja senantiasa memberikan target yang realistis (masuk akal) dalam suatu pekerjaan.					
5.	Instansi saya menetapkan pekerjaan yang bersifat transparan dan dapat di pertanggungjawabkan.					
6.	Saya diwajibkan menyelesaikan pekerjaan tepat waktu					
7.	Saya mampu berkomitmen terhadap pentingnya ketepatan waktu penyelesaian atas pekerjaan.					
8.	Pimpinan ditempat saya bekerja mampu menghargai setiap perbedaan pendapat untuk tujuan yang lebih baik.					
9.	Saya memiliki kepercayaan kepada pimpinan saya, bahwa pimpinan saya bisa melakukan perubahan yang lebih baik untuk instansi.					
10	Pemimpin tempat saya bekerja memiliki strategi yang jelas dan realistis (masuk akal) dalam setiap agenda kerja yang dibuatnya.					

NAMA	ALAMAT EMAIL	USIA
Silvia Anpradira	azwar.nur21@gmail.com	20
Nur	silviaanpradira20@gmail.com	21
Vidya Lesmana	vidyalesmana@gmail.com	23
Arsiah Dwi Cintana	arsiyahdwicintana@gmail.com	21
Dani fitriani	kakdani101221@gmail.com	22
Maria Qibtia	Mariakipf@gmail.com	23
Anggi Kesuma Wardani	Anggikesuma657@gmail.com	22
Siti Syahfitri	sitisyahfitri75@gmail.com	23
AIDIL ANHAR NASUTION	aidilanharnst1102@gmail.com	21
Alwi	alwi042000@gmail.com	24
Rafika Nur Aisyah	Rafikanuraisyah2002@gmail.com	22
SOFIAH JULIANI SIREGAR	Sofiajulianisiregar@gmail.com	21
Yana luspa amimi	yanaamimi26@gmail.com	22
Rindi Asti Ananda	anandarindiasti@gmail.com	21
Nurul Rafiqoh	rafiqoh.uyun27@gmail.com	24
qory asyiffa ali sinaga	qorysinaga30	33
Nazli Azwani	Nazliazwani03@gmail.com	35
Muhammad Taufik	Mttaufik3@gmail.com	22
Maulana Ma'ruf	Maulanamarut16@gmail.com	24
Siti Aisyah Saragih	sitiaisyah020202@gmail.com	21
Layalin Sophia Luthfi	layalinpia@gmail.com	22
mhdhidayatnasution	mhdhidayatnasution56@gmail.com	23
Bella	bellapavitay@gmail.com	25
SUDIRO	mitramitro9@gmail.com	20
Dian	nurrhalimah100e@gmail.com	25
Muhammad Akhyar	desiyulianti100e@gmail.com	51
Sahyra Lubis	danurskuyy@gmail.com	20
Ramadhani	ramadhanilubiss10@gmail.com	22
Nurzana	Nurzanna51@gmail.com	A
safira hayati	safirahayatinasution@gmail.com	25
Zafier Al malik	nurzwr@gmail.com	35
Suwardi	Desneckin@gmail.com	23
DIA	syafitridia64@gmail.com	24
Zahrain Al Malik	azwarnura056@gmail.com	27
Rayta	raytaamdan@gmail.com	35
Ramadhani Lbs	Ramadhanilbs@gmail.com	22
Zulfan Harahap	harahapzuf@gmail.com	33
Ayrin Khalwa	khalwaayrin@gmail.com	28
Khairul Hamid	khrlhamd@gmail.com	33
Latifah Hanum	latiffahhanumm@gmail.com	37
Alvaro Fabian	alvrofabalk@gmail.com	35
Jicky Andreansyah	andreansyahjicky@gmail.com	22
Rafka Rasya	rafkarasya@gmail.com	30
Sabrina Iqfani Asri	sabrina288589@gmail.com	21
Abian Sakha	skhaabian@gmail.com	36
Syahrial	syahriall123@gmail.com	29

Danur	danur101216@gmail.com	22
Safira Tanjung	Sfratnjung@gmail.com	36
Windi Nabillah	windinabillah100@gmail.com	25
Cindy aulia	cindyyaulia@gmail.com	25
Tara Febrianti	cutebaby@gmail.com	29
Asa Monika	assamonika2345@gmail.com	25
Nur hasanah putri	Nurhasanahp333@gmail.com	21
Nurleli	Nurleli0105@gmail.com	40
Febby Aqila	febiakila17@gmail.com	25
Hasanah Putri	nputrihasanah@gmail.com	23
Ajeng Masayu	assajeng@gmail.com	38
Tiara Musary	Babygirl12@gmail.com	33
Yahyu fajri	yahhyuuuf@gmail.com	33
Khairul affan	khaiaffun@gmail.com	34
Zihan almira	almiraz@gmail.com	28
Nur Halimah Azwar	ningsihrum17@gmail.com	22
Yuningsih	rafkarasyya@gmail.com	30
Ramdan Rasya	ptriagstna@gmail.com	33
Putri Agustina	dyanaatarigan@gmail.com	29
Dyana	Ekzlnawati@gmail.com	25
Salsabilla Eka	andrannsya19@gmail.com	23
Andreansyah	Qisnawati1234@gmail.com	34
Qisnawati	ifdy.afwan@gmail.com	37
Safwan Ifdi	vnardian@gmail.com	34
Vino Ardian	jfwnaffin@gmaim.com	40
Jafwan Affan	elviansyah23@gmail.com	36
Elvian	fhrifahrezy@gmail.com	21
Fachri Fahrezi	andysyahputra36@gmail.com	37
Andy Syahputra	irfnsyahp@gmail.com	36
Irfansyah Putra	d.aditya36@gmail.com	45
Ditto Aditya	ahmad.nur@gmail.com	38
Ahmad Nur	rendyafran@gmail.com	33
Rendy Afransyah	setiawan.aji23@gmail.com	25
Aji Setiawan	r.muhammad33@gmail.com	26
Muhammad Riza	rizamuhammad12@gmail.com	27

Variable X1 Self Efficacy

RESPONDEN	X1.1	X1.1	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	Total
1	2	2	4	1	1	5	3	3	5	4	30
2	1	2	1	3	3	4	5	4	5	5	33
3	5	5	5	5	4	5	3	3	5	3	43
4	5	5	3	5	5	4	4	5	5	5	46
5	4	4	3	4	4	4	4	4	4	4	39
6	5	4	5	4	5	4	5	4	5	4	45
7	4	4	3	4	4	5	5	4	3	4	40
8	4	4	3	4	4	5	4	4	3	4	39
9	5	5	3	4	4	2	4	5	4	3	39
10	4	4	4	4	4	4	4	4	4	4	40
11	2	2	2	2	2	2	1	1	1	2	17
12	4	4	4	4	4	4	4	4	4	4	40
13	4	5	4	5	5	5	5	5	4	4	46
14	4	4	4	4	4	4	4	4	4	4	40
15	4	4	4	4	4	4	4	4	4	4	40
16	5	4	4	4	4	4	4	4	5	4	42
17	5	5	5	5	5	5	5	5	5	5	50
18	4	5	4	4	4	4	4	5	4	4	42
19	3	5	2	5	5	5	5	5	5	5	45
20	4	4	4	4	4	4	4	4	4	4	40
21	4	4	4	4	4	4	5	4	4	5	42
22	4	4	2	4	4	4	4	4	4	4	38
23	5	5	5	5	5	5	5	5	5	5	50
24	5	3	2	5	4	5	5	3	3	3	38
25	5	4	4	5	4	5	4	3	4	4	42
26	4	5	5	5	5	5	5	4	5	5	48
27	5	4	5	4	5	4	5	4	5	4	45
28	5	4	5	4	5	4	5	4	5	4	45
29	5	4	5	4	5	4	5	4	5	4	45
30	4	4	3	4	4	3	4	4	3	4	37
31	3	4	3	4	4	4	4	4	4	4	38
32	5	4	4	5	5	5	4	5	5	4	46
33	5	5	5	5	4	5	5	5	4	5	48
34	4	4	2	3	3	4	2	4	2	3	31
35	4	4	5	5	4	5	5	5	5	4	46
36	5	5	5	3	5	5	4	5	5	5	47
37	4	3	5	5	5	5	5	5	4	5	46
38	4	5	5	5	4	4	5	5	4	4	45
39	4	5	5	5	4	4	5	5	4	4	45
40	5	5	4	4	5	5	5	4	5	5	47
41	4	5	4	5	4	5	5	5	4	5	46
42	5	5	4	5	5	4	5	5	5	5	48
43	4	4	4	4	4	4	4	4	4	4	40
44	5	5	5	4	5	5	4	5	5	4	47
45	3	4	3	3	3	4	3	3	3	3	32
46	5	4	5	5	5	5	5	5	4	5	48

47	4	3	4	5	5	5	4	5	5	5	45
48	4	4	5	4	5	5	5	4	5	5	46
49	5	4	5	3	4	5	5	4	4	5	44
50	3	4	5	5	5	3	5	4	5	5	44
51	4	4	5	5	5	5	5	4	4	4	45
52	5	5	4	4	5	5	5	5	5	5	48
53	4	4	5	5	5	4	4	4	5	5	45
54	4	4	4	5	4	5	5	4	4	4	43
55	4	4	4	4	4	4	4	4	4	4	40
56	4	5	2	5	5	5	5	5	4	4	44
57	5	4	5	5	5	4	5	5	5	5	48
58	5	4	5	5	4	4	5	5	4	5	46
59	5	5	4	3	5	5	5	5	4	5	46
60	4	5	5	4	5	4	5	5	5	5	47
61	5	5	4	5	5	3	5	5	4	4	45
62	5	4	5	3	5	5	5	4	5	5	46
63	5	4	5	4	5	5	4	4	4	4	44
64	5	5	5	4	5	4	5	5	4	5	47
65	5	5	5	5	4	5	5	5	5	5	49
66	5	5	4	5	5	5	4	5	5	4	47
67	5	5	4	4	5	4	4	5	5	5	46
68	4	5	4	5	5	5	4	5	4	5	46
69	5	5	4	5	4	5	5	5	3	5	46
70	5	5	4	5	5	5	4	5	5	5	48
71	4	5	5	5	4	5	5	4	5	4	46
72	4	5	5	4	5	5	3	5	5	5	46
73	5	4	4	5	5	4	5	5	5	4	46
74	4	5	4	5	5	4	5	4	5	4	45
75	5	5	4	5	4	5	5	5	5	4	47
76	4	5	4	4	5	5	5	4	4	5	45
77	5	5	4	4	5	4	4	5	5	5	46
78	5	3	5	5	3	3	5	5	4	4	42
79	5	5	4	4	4	5	4	5	4	4	44
80	4	4	5	5	5	5	5	5	5	5	48
81	5	5	4	4	4	4	5	5	4	5	45
82	4	5	4	5	5	4	5	5	5	5	47

Variable X2 Kepemimpinan

RESPONDEN	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Total
1	4	4	2	5	5	5	3	4	2	5	39
2	4	4	5	3	3	2	2	5	4	2	34
3	4	4	1	3	3	1	3	4	3	5	31
4	5	4	5	4	5	5	5	5	5	5	48
5	4	4	4	4	4	4	4	4	4	4	40
6	4	5	4	5	4	5	4	5	4	5	45
7	4	4	4	5	4	5	5	4	3	4	42
8	5	4	5	5	5	4	5	5	4	4	46
9	5	3	3	4	2	4	3	3	3	4	34
10	4	4	4	4	4	4	4	4	4	4	40
11	1	1	1	1	1	1	1	1	1	1	10
12	4	4	4	4	4	4	4	4	4	4	40
13	5	5	5	5	4	5	4	5	4	4	46
14	4	4	4	4	4	4	4	4	4	4	40
15	4	4	4	4	4	4	4	4	4	4	40
16	5	4	5	5	5	5	5	4	4	4	46
17	5	5	5	5	5	5	5	5	5	5	50
18	4	4	4	5	5	4	5	4	4	5	44
19	5	5	5	5	5	5	5	5	5	5	50
20	5	4	4	4	4	4	4	3	3	4	39
21	4	5	4	4	4	4	4	4	4	4	41
22	4	4	4	4	4	4	4	4	4	4	40
23	5	5	5	5	5	5	5	5	5	5	50
24	4	5	5	5	5	5	5	5	5	5	49
25	5	5	5	4	4	4	5	4	4	4	44
26	4	4	5	5	5	4	4	5	5	5	46
27	4	5	4	5	4	5	4	5	4	5	45
28	4	5	4	5	4	5	4	5	4	5	45
29	4	5	4	5	4	5	4	5	4	5	45
30	4	4	4	4	4	5	5	4	4	4	42
31	4	3	4	4	4	4	4	4	4	4	39
32	5	4	5	5	4	4	5	5	5	5	47
33	4	5	5	4	3	5	4	5	5	5	45
34	4	3	3	4	4	3	4	4	4	4	37
35	5	4	4	5	5	5	4	5	5	5	47
36	4	5	5	4	5	5	5	4	5	5	47
37	4	5	5	4	5	4	5	5	5	4	46
38	3	5	5	5	4	5	4	5	5	5	46
39	5	4	5	5	5	5	4	5	4	5	47
40	5	4	5	4	5	5	5	4	5	4	46
41	5	4	5	5	4	5	5	4	5	4	46
42	5	4	4	5	5	4	4	5	5	5	46
43	4	4	4	4	4	4	4	4	4	4	40
44	5	4	5	4	5	5	4	4	5	5	46
45	5	5	3	4	4	3	4	4	3	3	38
46	5	4	5	4	5	4	4	5	5	5	46

47	5	4	5	5	5	4	5	4	5	5	47
48	5	4	5	4	5	5	4	5	5	4	46
49	5	4	5	5	5	4	5	4	5	5	47
50	2	3	2	3	4	4	5	5	4	3	35
51	5	4	5	4	5	4	5	3	3	5	43
52	4	4	5	5	5	4	5	4	5	5	46
53	5	5	2	4	5	5	5	5	5	4	45
54	4	4	5	5	4	4	4	5	5	5	45
55	4	4	5	5	4	4	4	4	4	4	42
56	4	4	4	4	4	4	4	4	4	4	40
57	3	5	5	4	5	4	5	4	5	5	45
58	5	5	3	5	5	4	4	5	5	4	45
59	5	5	4	4	5	5	5	5	4	1	43
60	4	5	5	5	3	4	5	5	4	5	45
61	5	4	5	4	5	5	4	5	5	4	46
62	5	5	5	4	4	5	5	4	5	4	46
63	5	4	5	4	5	5	5	4	5	4	46
64	5	3	4	5	5	4	5	4	5	5	45
65	4	4	5	5	5	4	5	5	5	4	46
66	4	4	5	5	3	2	3	2	4	5	37
67	5	4	5	5	5	4	5	5	5	4	47
68	4	3	4	5	5	4	5	4	3	4	41
69	4	3	5	5	3	4	4	5	5	4	42
70	5	4	5	4	5	5	4	5	5	4	46
71	4	5	4	5	5	4	5	5	5	4	46
72	4	5	4	5	5	4	5	5	4	4	45
73	4	5	4	5	4	5	5	5	4	5	46
74	3	5	5	4	3	4	5	5	4	5	43
75	4	5	5	4	5	4	5	5	4	3	44
76	5	5	4	3	5	5	5	4	5	3	44
77	4	5	4	5	4	5	4	5	4	5	45
78	2	4	5	5	5	5	4	5	4	5	44
79	4	5	4	5	4	5	5	5	5	4	46
80	4	4	5	5	4	4	5	5	4	4	44
81	4	5	4	4	5	5	4	5	5	4	45
82	4	5	5	5	5	4	5	5	3	4	45

Variable Y Kinerja Karyawan

RESPONDEN	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Total
1	5	4	5	4	4	1	5	28
2	3	3	5	5	4	4	5	29
3	3	4	4	5	5	5	2	28
4	5	5	5	5	5	3	4	32
5	4	4	4	4	4	4	4	28
6	4	5	4	5	4	5	4	31
7	4	4	4	4	5	3	4	28
8	5	5	5	5	5	5	5	35
9	5	5	5	4	3	3	4	29
10	4	4	4	4	4	4	4	28
11	1	1	1	1	1	2	1	8
12	4	4	4	4	4	4	4	28
13	5	5	5	5	5	5	5	35
14	4	4	4	4	4	4	4	28
15	4	5	4	4	4	4	4	29
16	4	4	4	5	4	5	5	31
17	5	5	5	5	5	5	5	35
18	4	4	5	4	4	5	4	30
19	5	5	5	5	5	5	5	35
20	4	4	4	4	4	4	4	28
21	4	4	4	4	4	4	4	28
22	4	4	4	4	4	4	4	28
23	5	5	5	5	5	5	5	35
24	4	5	5	5	5	5	5	34
25	4	4	5	4	4	5	5	31
26	4	5	5	4	3	5	5	31
27	4	5	4	5	4	5	4	31
28	4	5	4	5	4	5	4	31
29	4	5	4	5	4	5	4	31
30	4	4	4	4	4	4	4	28
31	4	4	4	4	5	4	4	29
32	5	4	5	5	4	5	5	33
33	5	4	5	5	3	5	5	32
34	3	3	3	3	4	4	4	24
35	4	5	5	4	4	5	5	32
36	5	4	5	4	5	4	5	32
37	4	5	5	5	5	4	5	33
38	5	4	5	5	4	5	5	33
39	5	5	4	4	5	5	4	32
40	5	4	5	4	5	5	4	32
41	5	4	5	5	5	4	5	33
42	5	4	5	4	5	5	4	32
43	4	4	4	4	4	4	4	28
44	5	4	5	5	5	4	5	33
45	3	3	3	3	3	3	3	21

46	5	4	4	5	5	4	5	32
47	5	3	3	4	4	4	3	26
48	5	3	5	5	3	5	4	30
49	5	4	5	5	4	5	5	33
50	4	5	5	4	5	5	5	33
51	5	4	5	5	4	5	5	33
52	4	5	5	4	4	5	5	32
53	5	4	5	5	5	5	4	33
54	4	4	4	4	4	4	5	29
55	4	4	4	4	4	4	4	28
56	5	5	5	5	5	5	5	35
57	5	4	5	5	4	5	5	33
58	5	4	5	4	5	5	3	31
59	5	4	3	4	4	5	5	30
60	3	5	5	5	4	4	5	31
61	5	4	4	5	5	4	5	32
62	5	4	5	5	4	5	5	33
63	5	5	4	5	5	4	5	33
64	5	4	5	5	5	5	4	33
65	4	5	5	4	5	5	4	32
66	4	5	5	4	5	5	4	32
67	5	3	4	5	5	3	5	30
68	5	4	5	5	4	5	5	33
69	5	4	5	5	4	5	4	32
70	4	4	5	4	5	5	4	31
71	5	3	5	5	5	4	5	32
72	4	5	4	5	4	5	5	32
73	4	5	4	5	5	4	5	32
74	5	5	4	4	5	5	5	33
75	4	5	4	3	5	5	4	30
76	4	4	5	5	5	4	5	32
77	5	3	5	5	5	4	5	32
78	5	5	5	4	5	5	5	34
79	3	5	4	5	5	5	5	32
80	4	4	4	5	5	5	5	32
81	4	5	4	5	5	5	5	33
82	5	4	5	5	4	4	4	31

```
CORRELATIONS
  /VARIABLES=x1 x2 x3 x4 x5 x6 x7 x8 x9 x10 total
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE .
```

Correlations

[DataSet2]

Correlations

		x1	x2	x3	x4	x5	x6
x1	Pearson Correlation	1	,516**	,463**	,374**	,515**	,195
	Sig. (2-tailed)		,000	,000	,001	,000	,079
	N	82	82	82	82	82	82
x2	Pearson Correlation	,516**	1	,264*	,419**	,549**	,232*
	Sig. (2-tailed)	,000		,017	,000	,000	,036
	N	82	82	82	82	82	82
x3	Pearson Correlation	,463**	,264*	1	,267*	,390**	,231*
	Sig. (2-tailed)	,000	,017		,015	,000	,036
	N	82	82	82	82	82	82
x4	Pearson Correlation	,374**	,419**	,267*	1	,525**	,205
	Sig. (2-tailed)	,001	,000	,015		,000	,065
	N	82	82	82	82	82	82
x5	Pearson Correlation	,515**	,549**	,390**	,525**	1	,275*
	Sig. (2-tailed)	,000	,000	,000	,000		,012
	N	82	82	82	82	82	82
x6	Pearson Correlation	,195	,232*	,231*	,205	,275*	1
	Sig. (2-tailed)	,079	,036	,036	,065	,012	
	N	82	82	82	82	82	82
x7	Pearson Correlation	,311**	,287**	,360**	,508**	,493**	,273*
	Sig. (2-tailed)	,005	,009	,001	,000	,000	,013
	N	82	82	82	82	82	82
x8	Pearson Correlation	,444**	,588**	,296**	,498**	,533**	,228*
	Sig. (2-tailed)	,000	,000	,007	,000	,000	,039
	N	82	82	82	82	82	82
x9	Pearson Correlation	,252*	,290**	,473**	,280*	,526**	,290**
	Sig. (2-tailed)	,023	,008	,000	,011	,000	,008
	N	82	82	82	82	82	82
x10	Pearson Correlation	,185	,323**	,372**	,242*	,523**	,373**
	Sig. (2-tailed)	,097	,003	,001	,029	,000	,001
	N	82	82	82	82	82	82
total	Pearson Correlation	,647**	,663**	,641**	,648**	,794**	,482**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	82	82	82	82	82	82

Correlations

		x7	x8	x9	x10	total
x1	Pearson Correlation	,311**	,444**	,252*	,185	,647**
	Sig. (2-tailed)	,005	,000	,023	,097	,000
	N	82	82	82	82	82
x2	Pearson Correlation	,287**	,588**	,290**	,323**	,663**
	Sig. (2-tailed)	,009	,000	,008	,003	,000
	N	82	82	82	82	82
x3	Pearson Correlation	,360**	,296**	,473**	,372**	,641**
	Sig. (2-tailed)	,001	,007	,000	,001	,000
	N	82	82	82	82	82
x4	Pearson Correlation	,508**	,498**	,280*	,242*	,648**
	Sig. (2-tailed)	,000	,000	,011	,029	,000
	N	82	82	82	82	82
x5	Pearson Correlation	,493**	,533**	,526**	,523**	,794**
	Sig. (2-tailed)	,000	,000	,000	,000	,000
	N	82	82	82	82	82
x6	Pearson Correlation	,273*	,228*	,290**	,373**	,482**
	Sig. (2-tailed)	,013	,039	,008	,001	,000
	N	82	82	82	82	82
x7	Pearson Correlation	1	,505**	,422**	,548**	,700**
	Sig. (2-tailed)		,000	,000	,000	,000
	N	82	82	82	82	82
x8	Pearson Correlation	,505**	1	,430**	,589**	,754**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	82	82	82	82	82
x9	Pearson Correlation	,422**	,430**	1	,528**	,673**
	Sig. (2-tailed)	,000	,000		,000	,000
	N	82	82	82	82	82
x10	Pearson Correlation	,548**	,589**	,528**	1	,684**
	Sig. (2-tailed)	,000	,000	,000		,000
	N	82	82	82	82	82
total	Pearson Correlation	,700**	,754**	,673**	,684**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	82	82	82	82	82

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

```
RELIABILITY
  /VARIABLES=x1 x2 x3 x4 x5 x6 x7 x8 x9 x10
  /SCALE('ALL VARIABLES')  ALL/MODEL=ALPHA
  /SUMMARY=TOTAL .
```

Reliability

[DataSet2]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	82	100,0
	Excluded[a]	0	,0
	Total	82	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,860	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1	39,1707	21,353	,542	,849
x2	39,1707	21,477	,569	,847
x3	39,4024	20,663	,511	,855
x4	39,1829	21,361	,544	,849
x5	39,1098	20,420	,729	,834
x6	39,1098	22,988	,365	,862
x7	39,0488	21,109	,611	,844
x8	39,0976	20,929	,682	,838
x9	39,1707	21,230	,576	,846
x10	39,1463	21,781	,606	,845

```
RELIABILITY
  /VARIABLES=x2.1 x2.2 x2.3 x2.4 x2.5 x2.6 x2.7 x2.8 x2.9 x2.10
  /SCALE('ALL VARIABLES')  ALL/MODEL=ALPHA
  /SUMMARY=TOTAL .
```

Reliability

[DataSet3]

Scale: ALL VARIABLES

Correlations

		x2.1	x2.2	x2.3	x2.4	x2.5	x2.6
x2.1	Pearson Correlation	1	,245*	,327**	,305**	,450**	,342**
	Sig. (2-tailed)		,027	,003	,005	,000	,002
	N	82	82	82	82	82	82
x2.2	Pearson Correlation	,245*	1	,313**	,356**	,329**	,468**
	Sig. (2-tailed)	,027		,004	,001	,003	,000
	N	82	82	82	82	82	82
x2.3	Pearson Correlation	,327**	,313**	1	,449**	,365**	,394**
	Sig. (2-tailed)	,003	,004		,000	,001	,000
	N	82	82	82	82	82	82
x2.4	Pearson Correlation	,305**	,356**	,449**	1	,413**	,445**
	Sig. (2-tailed)	,005	,001	,000		,000	,000
	N	82	82	82	82	82	82
x2.5	Pearson Correlation	,450**	,329**	,365**	,413**	1	,520**
	Sig. (2-tailed)	,000	,003	,001	,000		,000
	N	82	82	82	82	82	82
x2.6	Pearson Correlation	,342**	,468**	,394**	,445**	,520**	1
	Sig. (2-tailed)	,002	,000	,000	,000	,000	
	N	82	82	82	82	82	82
x2.7	Pearson Correlation	,333**	,428**	,446**	,441**	,606**	,520**
	Sig. (2-tailed)	,002	,000	,000	,000	,000	,000
	N	82	82	82	82	82	82
x2.8	Pearson Correlation	,174	,541**	,331**	,467**	,428**	,498**
	Sig. (2-tailed)	,117	,000	,002	,000	,000	,000
	N	82	82	82	82	82	82
x2.9	Pearson Correlation	,396**	,358**	,562**	,327**	,502**	,452**
	Sig. (2-tailed)	,000	,001	,000	,003	,000	,000
	N	82	82	82	82	82	82
x2.10	Pearson Correlation	,170	,268*	,319**	,603**	,264*	,316**
	Sig. (2-tailed)	,128	,015	,004	,000	,017	,004
	N	82	82	82	82	82	82
total	Pearson Correlation	,554**	,629**	,684**	,707**	,723**	,738**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	82	82	82	82	82	82

```
RELIABILITY
  /VARIABLES=x2.1 x2.2 x2.3 x2.4 x2.5 x2.6 x2.7 x2.8 x2.9 x2.10
  /SCALE('ALL VARIABLES')  ALL/MODEL=ALPHA
  /SUMMARY=TOTAL .
```

Reliability

[DataSet3]

Scale: ALL VARIABLES

```
RELIABILITY
  /VARIABLES=y1 y2 y3 y4 y5 y6 y7
  /SCALE('ALL VARIABLES')  ALL/MODEL=ALPHA
  /SUMMARY=TOTAL .
```

Reliability

[DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	82	100,0
	Excluded[a]	0	,0
	Total	82	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,832	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y1	26,42683	9,729	,566	,811
y2	26,54878	9,880	,528	,817
y3	26,32927	9,384	,682	,792
y4	26,32927	9,483	,678	,793
y5	26,41463	9,875	,546	,814
y6	26,35366	10,059	,445	,831
y7	26,35366	9,441	,627	,801

```
GET
  FILE='D:\joks\JURNAL UYUN\spps dani.sav'.
DATASET NAME DataSet1 WINDOW=FRONT.
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT y
  /METHOD=ENTER x1 x2  .
```

Regression

[DataSet1] D:\joks\JURNAL UYUN\spps dani.sav

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	kepemimpi nan, self afficacy[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: kinerja karyawan

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,843[a]	,711	,704	1,950

a. Predictors: (Constant), kepemimpinan, self afficacy

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	739,022	2	369,511	97,158	,000[a]
	Residual	300,453	79	3,803		
	Total	1039,476	81			

a. Predictors: (Constant), kepemimpinan, self afficacy

b. Dependent Variable: kinerja karyawan

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	3,865	1,946		1,986	,051
	self afficacy	,317	,066	,450	4,775	,000
	kepemimpinan	,303	,064	,447	4,739	,000

34

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	self afficacy	,412	2,430
	kepemimpinan	,412	2,430

a. Dependent Variable: kinerja karyawan

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	self afficacy	kepemimp inan
1	1	2,989	1,000	,00	,00	,00
	2	,008	19,056	,99	,09	,15
	3	,003	30,450	,01	,91	,85

a. Dependent Variable: kinerja karyawan

```
REGRESSION
 /MISSING LISTWISE
 /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
 /CRITERIA=PIN(.05) POUT(.10)
 /NOORIGIN
 /DEPENDENT y
 /METHOD=ENTER x1 x2
 /SCATTERPLOT=(*SRESID ,*ZPRED )
 /RESIDUALS HIST(ZRESID) NORM(ZRESID)
 /SAVE RESID .
```

Regression

[DataSet1]

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	kepemimpi nan, self afficacy	.	Enter

a. All requested variables entered.

b. Dependent Variable: karyawan

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,843[a]	,711	,704	1,950

a. Predictors: (Constant), kepemimpinan, self afficacy

b. Dependent Variable: karyawan

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	739,022	2	369,511	97,158	,000[a]
	Residual	300,453	79	3,803		
	Total	1039,476	81			

a. Predictors: (Constant), kepemimpinan, self afficacy

b. Dependent Variable: karyawan

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,865	1,946		1,986	,051
	self afficacy	,317	,066	,450	4,775	,000
	kepemimpinan	,303	,064	,447	4,739	,000

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	self afficacy	,412	2,430
	kepemimpinan	,412	2,430

a. Dependent Variable: karyawan

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	self afficacy	kepemimp inan
1	1	2,989	1,000	,00	,00	,00
	2	,008	19,056	,99	,09	,15
	3	,003	30,450	,01	,91	,85

a. Dependent Variable: karyawan

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	12,28	34,87	30,79	3,021	82
Std. Predicted Value	-6,128	1,350	,000	1,000	82
Standard Error of Predicted Value	,227	1,391	,332	,171	82
Adjusted Predicted Value	16,72	34,87	30,82	2,736	82
Residual	-6,378	5,063	,000	1,926	82
Std. Residual	-3,270	2,596	,000	,988	82
Stud. Residual	-3,303	2,632	-,006	1,042	82
Deleted Residual	-8,721	5,205	-,031	2,192	82
Stud. Deleted Residual	-3,536	2,738	-,006	1,073	82
Mahal. Distance	,106	40,232	1,976	4,928	82
Cook's Distance	,000	3,392	,059	,375	82
Centered Leverage Value	,001	,497	,024	,061	82

a. Dependent Variable: karyawan

Charts

Histogram

Dependent Variable: karyawan

Mean = 1.16E-16
Std. Dev. = 0.968
N = 82

38
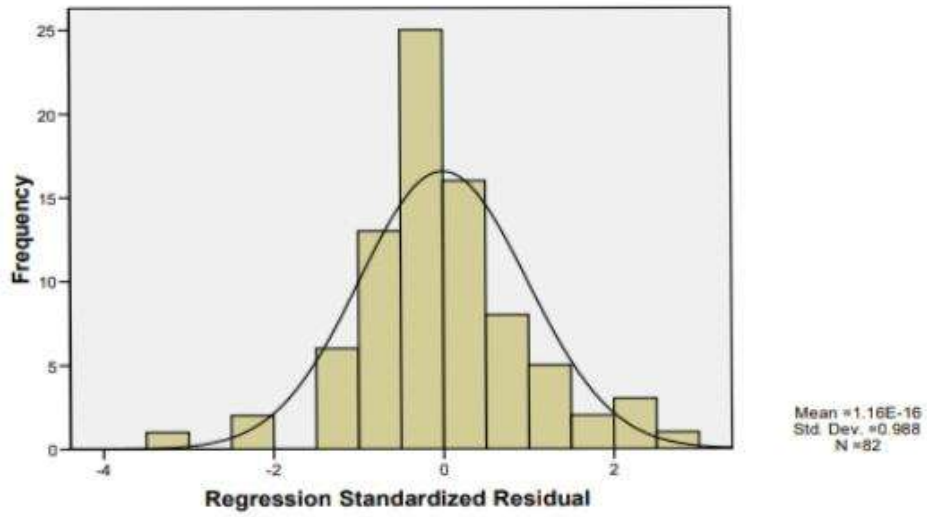
Scatterplot

Dependent Variable: karyawan
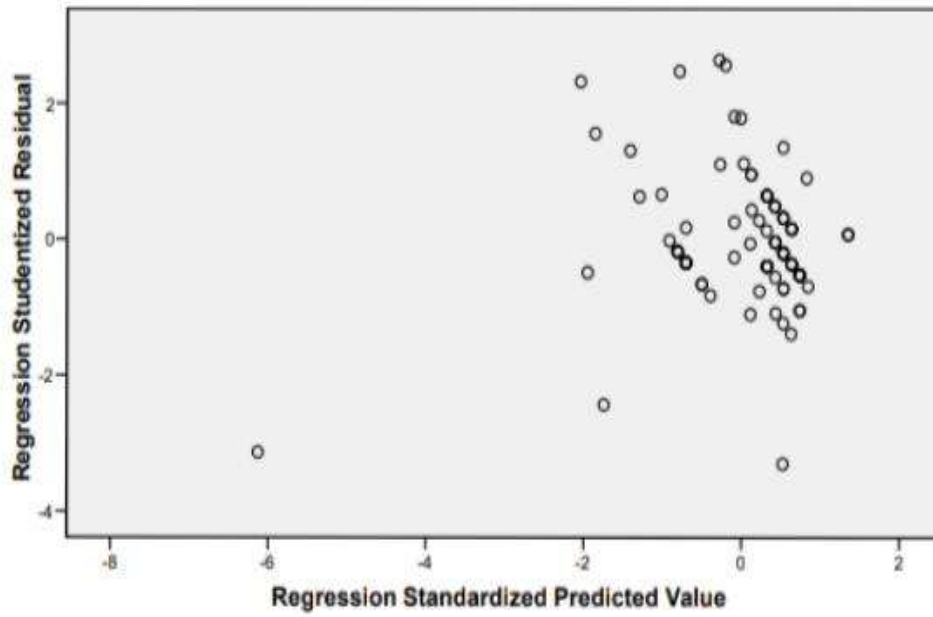
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: karyawan

40
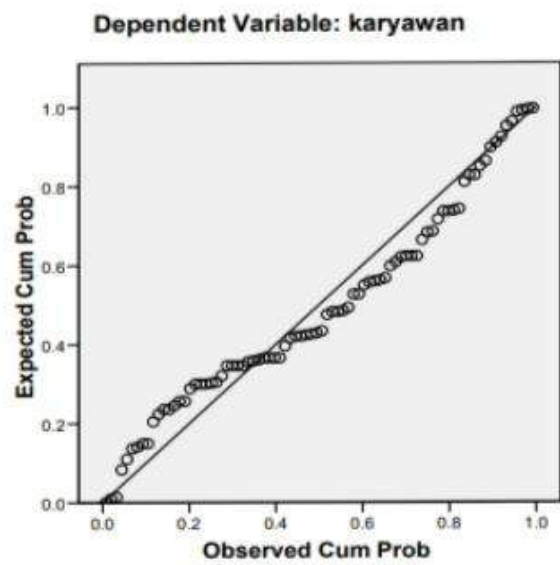
Dokumen Bukti Korespondensi untuk karya penelitian dengan judul:
THE INFLUENCE OF SELF-EFFICACY AND LEADERSHIP ON EMPLOYEE PERFORMANCE AT PT. BTPN SYARI'AH

Penulis   : Nur Ramadhani Lbs

Nama Jurnal   : Jurnal Ekonomi dan Bisnis Islam

Penerbit   : Program Studi Perbankan Syariah STAI Al hidayah BOGOR

Volume Jurnal   : 8

Nomor Jurnal   : 01

Tahun Terbit Jurnal   : April, 2024

Halaman   : 15-28

Print-ISSN   : 2356-1866

Online-ISSN   : 2614-8838

Yang terdiri dari :

1) Submission file pada Ad-Denar Jurnal ekonomi dan bisnis islam (07 Maret 2024)

2) Proses review dan revisi artikel pada Ad-Denar Jurnal ekonomi dan bisnis islam (07 maret-13 maret 2024)

3) Revisi Final Template pada (15 maret 2024)

4) Surat keterangan artikel diterima pada (22 april 2024)

1) Submission file pada Ad-Denar Jurnal ekonomi dan bisnis islam
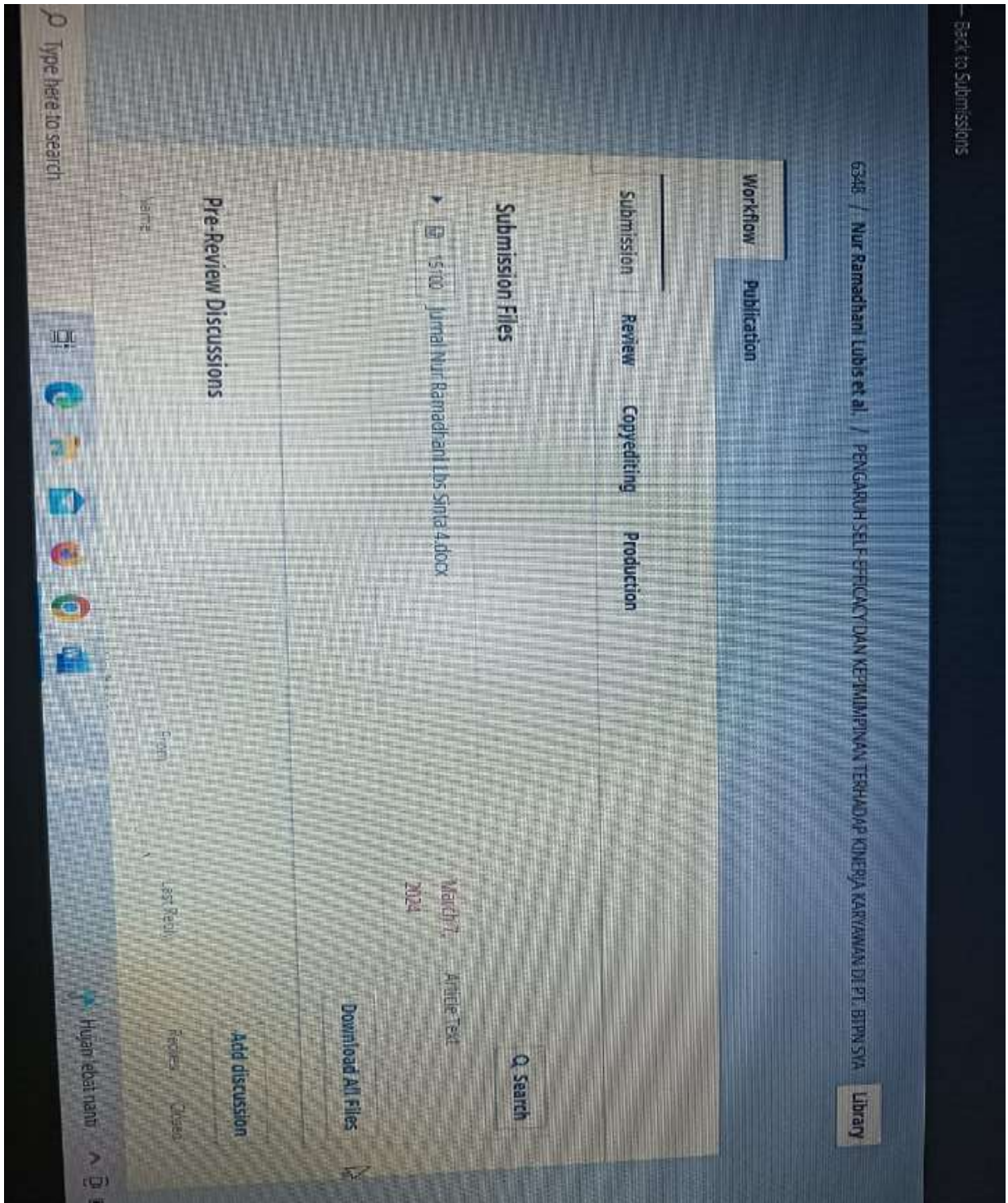
2) Proses review dan revisi artikel pada Ad-Denar Jurnal ekonomi dan bisnis islam

Submissions

My Queue (2)   Archives

❓ Help

My Assigned

🔍 Search   ▼ Filters   New Submission

6423   Nur Ramadhani Lubis et al.
THE INFLUENCE OF SELF-EFFICACY AND LEADERSHIP ON EMPLOYEE PERFORMANCE AT PT. BTPN ...
⊙ Submission   View ⌄

6348   Nur Ramadhani Lubis et al.
PENGARUH SELF-EFFICACY DAN KEPIMIMPINAN TERHADAP KINERJA KARYAWAN DI PT. BTPN SYA...
⊙ Submission   View ⌄

Type here to search   28°C Kabut
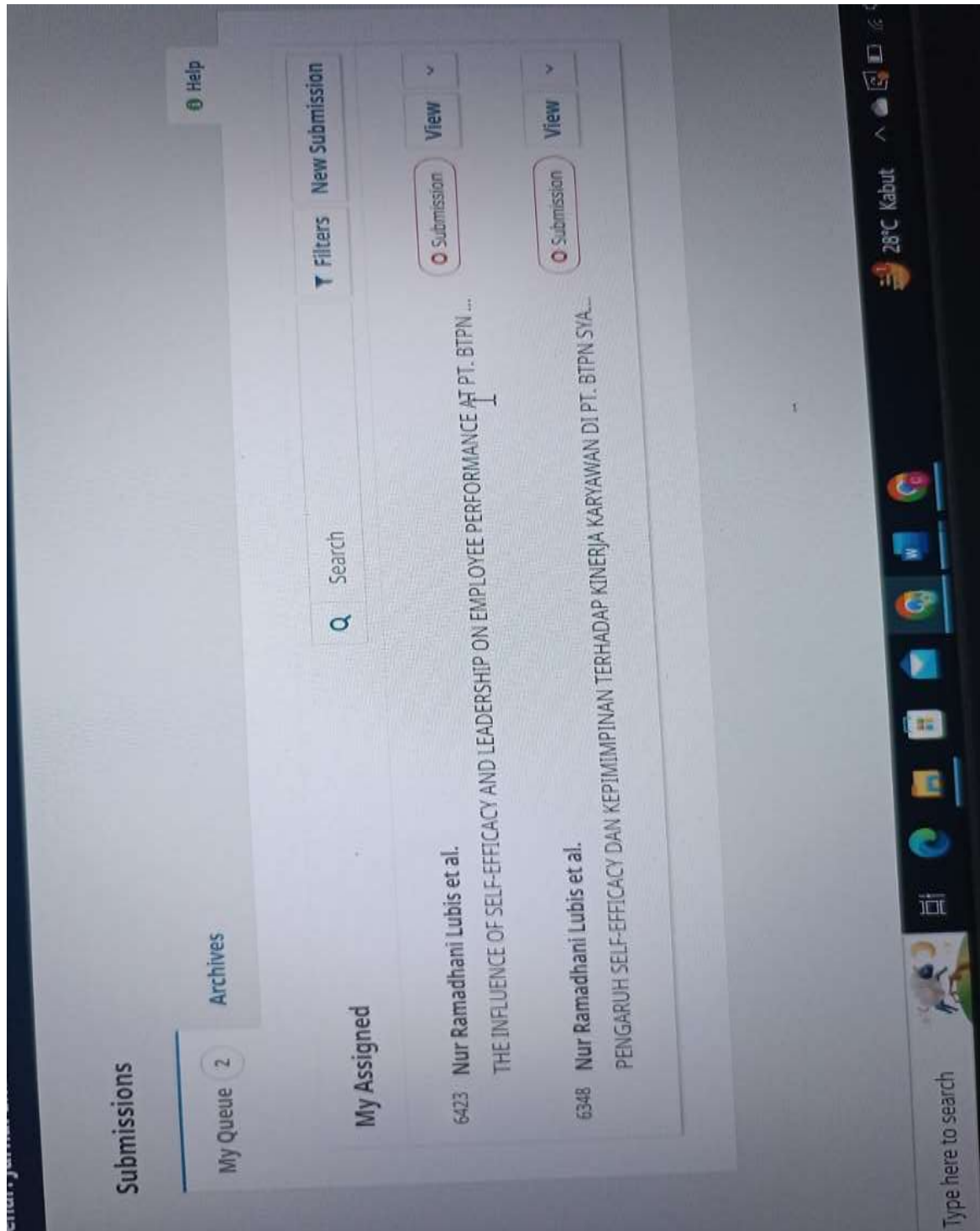
3) Revisi Final Template

THE INFLUENCE OF SELF-EFFICACY AND LEADERSHIP ON EMPLOYEE PERFORMANCE AT PT. BTPN SYARI'AH

Nur Ramadhani Lubis[1]

Universitas Muhammadiyah Sumatera Utara nurramadhanilubis100e@gmail.com[1]

Jasman sarifuddin Hasibuan[2]

Universitas Muhammadiyah Sumatera Utara jasmansarifuddin@umsu.ac.id[2]

ABSTRACTS

Keywords:

Self-efficacy,This research focuses on the influence of self-efficacy and leadership on Leadership, Employee employee performance at PT. BTPN. The era of globalization demands an Performance, improvement in the quality of human resources as a key factor in achieving Emotional the company's vision and mission. PT BTPN Syariah, as part of these efforts, Exhaustion, PT. emphasizes the importance of human resource development to enhance BTPN Syariah performance. Employee performance improvement is pursued through the enhancement of self-efficacy, which is an individual's belief in their own abilities, and effective leadership. This research utilizes a survey method with an online questionnaire as a data collection tool. The results indicate that self-efficacy and leadership positively influence employee performance. Additionally, emotional exhaustion plays a role as a moderating variable, where high levels of employee performance are associated with lower levels of emotional exhaustion. Descriptive data regarding respondent characteristics include gender, age, and educational level. The entire population of facilitators at PT. BTPN Syariah (82 individuals) is taken as a sample using the census technique.

A. INTRODUCTION

Improving the quality of human resources in the era of globalization has become crucial for companies, where employees play a vital role as the main drivers to achieve the company's vision and mission. Company performance is a key factor in assessing goal achievements, both in the short and long term (Asnawi, 2019).

Human resources are considered crucial assets that support the operational sustainability of companies. PT BTPN Syariah emphasizes the importance of human resource development as a strategy to improve performance in conducting business. Strengthening the human resource management system involves identifying functions, organizing organizational structures, and reorganizing with the aim of improving management performance (Asnawi, 2019).

Employee performance improvement can be achieved through Self-efficacy, individuals' belief in their abilities. The importance of self-efficacy and leadership style in improving employee job satisfaction is acknowledged as a key factor. Individuals with high self-efficacy are more capable of performing their jobs well (Abdullah, 2019).

Leadership factors also influence employee self-efficacy. Leadership is defined as the ability to influence groups to achieve company goals. (Mubarok & Zein, 2019) The success of improving employee performance is supported by job satisfaction, which is a determining criterion for organizational success in meeting the needs of its members (Afandi, 2021). Employee job satisfaction reflects feelings about the job and work environment. Job satisfaction drives employee performance improvement, which in turn contributes positively to the company. Conversely, low job satisfaction can create a less productive work environment (Zulfikar, 2020).

The level of job satisfaction is individual and has an impact on organizational process outcomes. Job satisfaction is influenced by internal and external organizational factors as well as individual characteristics (Bargsted et al., 2019). Emotional exhaustion, arising from job demands, can be a barrier to achieving job satisfaction and increasing employee productivity (Harahap & Khair, 2019). Essentially, emotional exhaustion, conceptualized as a response to job demands, can lead to decreased concentration and employee performance. Emotional exhaustion is identified as an indicator of burnout, which can affect employee productivity and well-being (Fuadi, 2022).

According to Kristensen, as cited in (Henndy Ginting & Hary Febriansyah, 2020), psychological fatigue or burnout is often considered a response to various job demands. Employees at this stage experience emotional exhaustion continuously over a considerable period. As a result, employees may experience mental fatigue leading to decreased concentration in task performance, even allowing neglect of job responsibilities that should be undertaken (Hasanah et al., 2019).

Pines & Aronson, as conveyed by (R.R Lia Chairia, 2019), explain that emotional exhaustion or exhaustion is an indicator of burnout conditions that produce certain feelings due to excessive psycho-emotional demands. These symptoms are characterized by the loss of feelings, attention, trust, interest, and enthusiasm. Emotional exhaustion arises as a response to excessive stress that is difficult to cope with. Field observations indicate that facilitators at PT. BTPNSyaruah are suspected of experiencing emotional exhaustion. This is observed from the frequent complaints made by facilitators about fatigue due to double workloads

and time pressure. As a result, employee work productivity decreases, which can lead to losses for the company.

PT BTPN Syariah has 23 branch offices. Observations of facilitators indicate problems related to self-efficacy, leadership, job satisfaction, and emotional exhaustion. An online questionnaire to facilitators at PT BTPN Syariah MMS Deli Serdang Branch showed issues such as 68% of facilitators finding it difficult to complete tasks from mentors. The questionnaire results also show that 43% of facilitators feel they are not given realistic targets by superiors, and only 30% feel able to commit to the institution's work quality standards. Facilitator job satisfaction is also an issue, with 65% feeling the company provides adequate facilities, but only 27% are satisfied with performance assessments during fieldwork. Facilitator emotional exhaustion is also a concern, with 51% experiencing stress due to high workloads and 75% feeling anxious about the amount of work assigned by superiors (Primary Data, 2023).

Based on the above issues, a study titled "The Influence of Self-efficacy and Leadership on Employee Performance at PT. BTPN Syariah" was conducted to analyze the effects of these factors on facilitator performance and well-being.

B. METHOD

Research Approach

This study involves four variables, namely self-efficacy (X1), leadership (X2) as independent variables, Employee Performance (Y) as the dependent variable, and emotional exhaustion (Z) as the moderating variable. The method used is a survey, an approach used to collect data on beliefs, opinions, characteristics, behaviors, and variable relationships. According to Sugiyono (2022), surveys help analyze hypotheses related to sociological and psychological variables by utilizing past or present data. The survey technique involves distributing questionnaires as the main source of data collection. After obtaining responses from the questionnaires, the data is processed and analyzed using the SPSS version 26 application, using path analysis and correlation analysis to test the relationships between variables.

Operational Definition

Operational definition refers to the parameters determined by the researcher to study a phenomenon with the aim of obtaining information and then making conclusions. The operational definitions in this study include:

Self-efficacy (X1)

Self-efficacy is defined as an individual's belief in their competence level in a specific field. Self-efficacy indicators include choice behavior, effort and perseverance, thought patterns, emotional reactions, and the manifestation of abilities possessed (Amalia and Framusinto, 2020:87).

Leadership (X2)

Leadership is defined as the activity of influencing others and changing individual behavior to achieve individual or group goals. Leadership indicators include the ability to foster cooperation, effectiveness, participatory leadership thinking patterns, delegation of tasks and authority, and the ability to complete tasks on time (Samsul Ariffin, 2019).

Employee Performance (Y)

Employee performance is assessed as the evaluation perceived by employees regarding their work, reflected in positive behaviors towards work and aspects of the work environment. Employee performance indicators include job, salary, promotion, supervisor, and peer evaluation (Handoko, 2020:193).

Emotional Exhaustion (Z)

Emotional exhaustion is considered a symptom of burnout that arises from excessive psycho-emotional demands, characterized by the loss of feelings, attention, trust, interest, and enthusiasm. Emotional exhaustion indicators include loss of feeling and attention, loss of trust, loss of interest, and loss of enthusiasm (Pines & Aronson, 2019).

Research Site

This research was conducted at PT. BTPN Syariah as the research object.

Population and Sample

According to Sugiyono (2018: 117), population refers to the homogenization area containing phenomena or topics with specific capacities and characteristics. The population in this study involves 85 facilitators at PT. BTPN Syariah. When the population size is less than 100, it is recommended to take the entire population as the sample. However, if the population size is more than 100, approximately 10-15% or 20-25% of the total population can be taken (Arikunto 2012:104). The sample in this study, the entire population, namely 82 facilitators, was taken as the sample using a census technique.

Data Collection Technique

The data collection technique was carried out using questionnaires (online surveys) with Likert Scale to assess the attitudes, opinions, and perceptions of respondents (Sujarweni, 2020:94).

Data Analysis Technique

Data analysis involves the use of SPSS 26.0 software. According to (Bahri, 2018:155), the data analysis phase includes respondent description, respondent answer description, validity and reliability tests, descriptive statistical analysis, research instrument tests (t-test and F-test), and determination coefficients (R2).

Descriptive Statistical Analysis

Descriptive statistics are used to describe respondent data, including characteristics such as gender, age, education, and length of employment. The analysis also includes indices to evaluate respondent responses to research variables (Miranda Alvares et al., 2020).

Research Instrument Test

Instrument testing involves validity and reliability tests. Validity testing assesses the extent to which the instrument can measure what should be measured, while reliability testing measures the reliability and consistency of the instrument. This test was conducted on 85 facilitator respondents at PT. BTPN Syariah. If the calculated r-value > table r-value at a significant level ($\alpha = 0.05$), the research instrument is considered valid (Mujiatun et al., 2019).

Reliability testing is done by examining the correlation coefficient between the questions in the research instrument (Bahri, 2018: 117). A reliable measure has a high level of reliability determined by a number called the reliability coefficient ranging from 0–1. The higher the reliability coefficient, which approaches one, the more reliable the measuring instrument (Nasution, 2017).

Hypothesis Testing

Hypotheses are tentative statements that require testing to determine their truth. In this study, the tested hypotheses include:

Determination Coefficient (R2)

R2 analysis is used to evaluate the extent to which independent variables collectively influence dependent variables. An R2 value close to 1 indicates a strong model, while a value close to 0 indicates a weak contribution. The formula for measuring the contribution of independent variables: $D = R2 \times 100\%$ Where:

- D is the Determination Coefficient,
- R is the Correlation Coefficient between Independent Variables and Dependent Variables.

Partial Significance Test (t-test)

The t-test is used to assess the significance of the individual influence of independent variables on the dependent variable. Criteria:

- Ho rejected, Ha accepted if Tcalculation > Ttable
- Ho accepted, Ha rejected if Tcalculation ≤ Ttable

Simultaneous Significance Test (F-test)

The F-test is used to assess the significance of the regression model simultaneously. Criteria:

- Ho rejected: Fcalculation > Ftable
- Ho accepted: Fcalculation < Ftable

C. RESULT AND DISCUSSION

Description of Respondent

Characteristics This study utilized questionnaires distributed to employees of PT. BTPN. The sample size for the study comprised 82 employees. Below are the characteristics of the 82 respondents based on Gender, Age, and Education:

Tabel 4.1 Characteristics of Respondents

Gender	Frequency	percentage
a. Male	35	42,68%
b. Female	47	57,31%
Total	**82**	**100%**
Age		
a. 20-25 Years Old	21	25,60%
b. 26-30 Years Old	34	41,46%
c. >31 Years Old	27	32,92
Total	**82**	**100%**
The education level:		
a. SLTA Sederajat	8	9,75%
b. D1	0	0%
c. D2	0	0%
d. D3	3	3,65%
e. S1	71	86,58%
Total	**82**	**100%**

Source: Data Collection

Description of Research Variables

Based on the collected data, responses from the respondents have beensummarized and then analyzed to determine the descriptive statistics for eachvariable. The assessment of respondents is based on the following criteria:

The lowest assessment score is: 1

The highest assessment score is: 5

Interval = 5-15 = 0.80

Thus, the assessment boundaries for each variable are as follows:

1.00-1.79 = Very Low

1.80-2.59 = Low

2.60-3.39 = Fair

3.40-4.19 = High

4.20-5.00 = Very High

Data collection for the employee performance variable was conducted using aLikert scale questionnaire. The summarized data from respondents in this study for the variables of self-efficacy, leadership, Employee Performance, and emotionalfatigue are as follows:

Table 4.2 Recapitulation of Respondent Data

Variable	Value	Category
self-efficacy (X1)	2,85	Fair
Leadership(X2)	3,05	Fair
Emotional Fatigue (Z)	3,64	High
Employee Performance (Y)	3,45	High

Source: Data Collaction

From the respondents' answers regarding the variables of self-efficacy (X1) and leadership (X2) as independent variables, it is found that both aspects have a positive influence on Employee Performance (Y) as the dependent variable. This is evident from the majority of respondents who answered "strongly agree" and "agree," more than 50%. Thus, it can be said that employees are satisfied with their work. This influence is also apparent in emotional fatigue (Z) as a moderating variable, which indicates that high Employee Performance is associated with lower levels of emotional fatigue. This can be seen from the quality and quantity of work that employees can rely on, as well as the positive attitude of employees in their work. Effective leadership and high levels of self-efficacy not only enhance Employee Performance but also play a role in reducing emotional fatigue, indicating a synergistic relationship between the independent, dependent, and moderating variables in this study.

Validity Test

1. **Self-Efficacy (X1)**: The value of the correlation coefficient (r) is 0. ,647. Since the calculated value of rr is greater than the tabulated value of rr (0.647 > 0.217) at a significance level of 5%, the questions related to self-efficacy are considered valid. This indicates that these questions have a significant and strong correlation in measuring the self-efficacy construct in this study.

2. **Leadership (X2)**: The value of the correlation coefficient (r) is 0.554. Since the calculated value of rr is greater than the tabulated value of rr (0.554 > 0.217) at a significance level of 5%, the questions related to leadership are considered

valid. This indicates that these questions are effective in measuring the leadership construct in this study.

3. **Emotional Fatigue (Z) as a Moderating Variable**: The value of the correlation coefficient (r) is 0.604. Since the calculated value of rr is greater than the tabulated value of rr (0.604 > 0.217) at a significance level of 5%, the questions related to emotional fatigue are considered valid as a moderating variable. This indicates that these questions have a significant and strong correlation in measuring the emotional fatigue construct in its role as a moderating variable in this study.

4. **Employee Performance (Y)**: The value of the correlation coefficient (r) is 0. 696. Since the calculated value of rr is greater than the tabulated value of rr (0.696 > 0.217) at a significance level of 5%, the questions related to Employee Performance are considered valid. This indicates that these questions have a significant and strong correlation in measuring the Employee Performance construct in this study.

Reliability Test

1. **Alpha Cronbach's Value for Self-Efficacy**: The value of Cronbach's alpha is 0. 860. This variable is considered reliable because the value of Cronbach's alpha is greater than 0.60, i.e., 0. 860>0.600. 860>0.60. This indicates that the questions related to self-efficacy have high consistency in measuring this construct in the study.

2. **Alpha Cronbach's Value for Leadership**: The value of Cronbach's alpha is 0. 865. This variable is considered reliable because the value of Cronbach's alpha is greater than 0.60, i.e., 0. 865 >0.600. 865 >0.60. This indicates that the questions related to leadership have high consistency in measuring this construct in the study.

3. **Alpha Cronbach's Value for Emotional Fatigue**: The value of Cronbach's alpha is 0.917. This variable is considered reliable because the value of Cronbach's alpha is greater than 0.60, i.e., 0.917>0.600.917>0.60. This indicates that the questions related to emotional fatigue have high consistency in measuring this construct in the study.

4. **Alpha Cronbach's Value for Employee Performance**: The value of Cronbach's alpha is 0.832. This variable is considered reliable because the value of Cronbach's alpha is greater than 0.60, i.e., 0.832>0.600. 832 >0.60. This indicates that the questions related to Employee Performance have high consistency in measuring this construct in the study.

Classical Assumption Test

3. **Normality Test**: Normality is tested to determine whether the disturbance or residual variables in the regression model have a normal distribution. Normality in this study is tested using the One-Sample Kolmogorov-Smirnovtest. The results of the normality test with the One-Sample Kolmogorov- Smirnov test can be found in Table 4.3 as attached below.

Tabel 4.3 Normality Test

		Unstandardizd Residue
N		82
Normal Parameters [a, b]	*Mean*	00
	Std. Deviaton	1,925
Most Extreme Differences	*Absolute*	108
	Positive	108
	Negative	-099
Kolmogorov- Sinornov		975
Asmp . Sig. (2- taled) [c]		298 [d]

Source: Data Processing

From the results of the normality test in Table 6, it can be observed that all variables in this study have significance values greater than 0.05 (sig > 0.05). This indicates that all research variables in this regression model have a normal distribution. Therefore, it can be concluded that the distribution of all research variables in this regression model is normal, as indicated by the significance result of 0,298.

4. Multicollinearity Test

Multicollinearity test was conducted using the Variance Inflation Factor (VIF) and tolerance values from the regression model. The regression model is considered free from multicollinearity if the VIF value is < 10 and the tolerance value is > 0.10. Below are the results of the multicollinearity test:

Tabel 4.4 Uji Multikolinearitas

Coefficients[a]		
	Collinearity Statistics	
Model	*Tolerance*	VIF
1 *(Constant)*		
Self-efficacy	.412	2.430
Leadership	.412	2.430

a. *Dependent Variable:* Employee Performance

Source: Data Processing

From Table 4.4 above, the calculation results of VIF and Tolerance values can be observed. The VIF value for Self-efficacy is 2.430 with a Tolerance of 0.412, while the value for Leadership is 1.020 with a Tolerance of 0.412. All these values meet the criteria for multicollinearity, namely tolerance values greater than 0.1 and VIF values less than 10. Thus, it can be concluded that there is no indication of multicollinearity among independent variables in the regression equation.

Hypothesis   Testing

Regression Analysis

Based on the results of the classical assumption tests, it can be concluded that the data in this study show a normal distribution and do not exhibit heteroscedasticity or multicollinearity. Therefore, the available data meet the requirements for using a simple

regression model. Simple regression analysis is used to evaluate the strength of the relationship between independent and dependent variables. The results of simple regression analysis can be found in Table 4.5 below.

Tabel 4.5 Regresi Model I

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	43.663	1.564		27.921	<.001
	Self-efficacy	.137	.050	.254	2.743	.008
	Leadership	.320	.061	.484	5.216	<.001

a. *Dependent Variable*: Employee Performance

Source: Data Processing

Based on the regression analysis results in Table 4.5, the regression equation can be derived as follows:

$KK = \sigma + \beta_1 SE + \beta_2 KEP$

$KK = 43.663 + (0.137)SE + (0.320)KEP$

Tabel 4.6 Regresi Model II

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	41.991	1.173		35.786	<.001
	Self-efficacy	.264	.043	.489	6.114	<.001
	Leadership	.510	.074	.771	6.918	<.001
	X1.Z	.003	.001	.385	4.141	<.001
	X2.Z	.004	.001	.475	4.128	<.001

a. *Dependent Variable:* Employee Performance

Source: Data Processing

Based on the regression analysis results in Table 4.5, the regression equation can be expressed as follows: $KK = \sigma + \beta_1 SE + \beta_2 KEP + \beta_3 X1Z + \beta_4 X2Z$

$KK = 41.991 + (0.264) SE + (0.510)ROA + (0.003)X1Z + (0.004)X2Z$

Where:

- KK = Employee Performance (Y)
- SE = Self-efficacy (X1)
- KEP = Leadership (X2)
- Z = Emotional Exhaustion

T-test

Partial or t-test is used to evaluate the partial impact of independent variables on the dependent variable. Testing the regression results is done using t-tests at a significance level of 95% or $\alpha = 5\%$, with the following criteria: a. If the significance level is less than 5% (0.05), then the null hypothesis (H0) is rejected and the alternative hypothesis (Ha) is accepted. b. If the significance level is greater than 5% (0.05), then the null hypothesis (H0) is accepted and the alternative hypothesis (Ha) is rejected.

Tabel 4.7. Uji t

	Variabel	B	t	Sig.
1	*(Constant)*	3,865	1,986	<.051
	Self-efficacy	.317	4,775	<.000
	Leadership	.303	4,739	<.000
	X1.Z	.003	4.141	<.000
	X2.Z	.004	4.128	<.000

a. *Dependent Variable*: Employee Performance

Source: Data Processing

     The calculation is done using the degrees of freedom (Df), which is calculated as 82 minus 4, resulting in a value of 78. At a significance level of 0.05%, the t-table value is 1.990. Based on the regression analysis for the variables self-efficacy, leadership, X1Z, and X2Z, the calculated t-values are 4,775, 4,739, 4.141, and 4.128, respectively. The significance values (sig) for all variables are 0.001, indicating the rejection of the null hypothesis (H0) and acceptance of the alternative hypothesis (Ha). Thus, it can be concluded that self-efficacy and leadership have a significant influence on Employee Performance. Additionally, emotional exhaustion, as a moderating variable, is proven to strengthen the influence of self-efficacy and leadership on Employee Performance.

Coefficient of Determination Test

     The coefficient of determination indicates the extent to which the regression model can explain the observed variation in the independent variable. Here are the results of the coefficient of determination test.

Table 4.8 Determination Coefficient Test for Self-Efficacy, Leadership on Employee Performance

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.578[a]	.334	.317	3.895

a. Predictors: (Constant), *Leadership*, Self-efficacy

Source: Data Processing

Table 4.9 Coefficient of Determination Test for Self-Efficacy, Leadership, X1Z, X2Zon Employee Performance

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.817[a]	.668	.651	2.784

a. Predictors: (Constant), X2.Z, Self-efficacy, X1.Z, *Leadership*

Source: Data Processing

     The calculation result of the coefficient of determination (Adjusted R^2) in Table 4.8 shows a figure of 0.334 or equivalent to 33.4%. This value depicts the extent to which the independent variables can explain the observed variation in the dependent variable, which includes factors such as self-efficacy and leadership. The remaining approximately 66.6% of the variation unexplained by the variables included in the model may be influenced by other factors not included in the analysis. In Table 4.9, the coefficient of determination significantly increases to 0.668 or 66.8%. This indicates that around 66.8% of the variability in Employee Performance can be explained by the combination of self-efficacy, leadership, and emotional exhaustion as a moderating variable. Emotional exhaustion, acting as a moderating variable, proves to strengthen its influence in regulating the relationship between profitability and firm value. The remaining approximately 33.2% of Employee Performance can still be explained by other variables not included in our analysis.

These results highlight the importance of considering additional factors in a moreholistic understanding of Employee Performance in the workplace.

F Test

The F-test aims to determine the suitability of the model used with the data available in this study. The results of the F-test are listed in Table 4.10, and the following are the analysis results obtained from this test:

Table 4.10 F Test

Model		Sum of Squares	ANOVA[a] df	Mean Square	F	Sig.
1	Regression	739,002	2	369,511	97,158	<.000[b]
	Residual	300,453	79	3.803		
	Total	1039.476	81			

c. Dependent Variable: Employee Performance
d. Predictors: (Constant), X2.Z, Self-efficacy, X1.Z, Leadership

Source: Data Processing

The calculations presented earlier resulted in an F-value of 97,158 with a probability of 0.00. With an F-value greater than the critical value (F-table) and a probability less than 0.05 (5%), it can be concluded that the model used in the testing is appropriate. This indicates that the regression equation significantly describes how self-efficacy, leadership, and emotional exhaustion affect the level of employee performance at PT. BTPN Syariah.

Analysis and Discussion

1. **The Influence of Self-efficacy on Facilitator Employee Performance at PT. BTPN Syariah**

   The analysis reveals a significant relationship between self-efficacy and the performance of facilitator employees at PT. BTPN Syariah. With increasing levels of self-efficacy, facilitators tend to feel more capable of completing theirtasks and facing emerging challenges. This can enhance their confidence in achieving desired outcomes, ultimately contributing to higher employee performance. Therefore, it is important for management to pay attention to factors influencing facilitators' self-efficacy and implement strategies to strengthen it, thus enhancing overall employee performance.

2. **The Influence of Leadership on Employee Performance at PT. BTPN Syariah**

   The analysis indicates that leadership significantly influences the level of employee performance at PT. BTPN Syariah. Effective leadership not only provides clear direction and vision but also inspires and motivates employees. With good leadership, employees tend to feel valued, supported, and have opportunities for development, thereby enhancing their performance. Therefore, management needs to focus on fostering and developing effective leadership, as well as creating an organizational culture supportive of ensuring optimal employee performance throughout the organization.

3. **The Influence of Emotional Exhaustion as a Moderating Variable and Self-efficacy on Employee Performance at PT. BTPN Syariah**

   The analysis highlights the important role of emotional exhaustion as amoderating variable in the relationship between self-efficacy and employee performance at PT. BTPN Syariah. Emotional exhaustion, reflecting the level

of stress and psychological fatigue experienced by individuals in their jobs, can moderate the influence of self-efficacy on employee performance. When emotional exhaustion is high, the impact of high self-efficacy on employee performance may be more limited or even diminished. Therefore, management needs to focus on efforts to reduce emotional exhaustion in the workplace, such as providing psychological support, improving work-life balance, and developing effective coping strategies. Thus, enhancing employee performance may include not only increasing self-efficacy but also effectively managing emotional exhaustion as a moderating variable.

4. **The Influence of Emotional Exhaustion as a Moderating Variable and Leadership on Employee Performance at PT. BTPN Syariah**

The analysis indicates that emotional exhaustion as a moderating variable plays a significant role in moderating the influence of leadership on employeeperformance at PT. BTPN Syariah. When emotional exhaustion is high, the positive impact of leadership on employee performance may be more limited or even diminished. However, when emotional exhaustion is well managed, effective leadership can more effectively enhance employee performance. Therefore, it is important for management to focus on strategies to reduce emotional exhaustion in the workplace and strengthen effective leadership skills. Thus, improving employee performance at PT. BTPN Syariah can be achieved through wise management of emotional exhaustion and the development of strong leadership.

D. CONCLUSION

Based on the test results, it is concluded that self-efficacy and leadership have a significant influence on employee performance at PT. BTPN Syariah. The analysis indicates the significance of the regression model with an F-value of 38.764 and a probability of 0.01. The coefficient of determination (Adjusted R^2) indicates the extent to which the model can explain variations in employee performance, reaching33.4%. With the addition of the moderating variable of emotional exhaustion, the coefficient of determination increases to 66.8%, indicating the significant role of emotional exhaustion in moderating the influence of self-efficacy and leadership on employee performance. Management needs to focus on fostering self-efficacy and leadership, as well as reducing emotional exhaustion in the workplace. These actions are expected to create a more productive and supportive work environment and improve employee performance, thereby enhancing overall organizational performance. The analysis and discussion reveal that self-efficacy, leadership, and emotional exhaustion play important roles in moderating their influence on employee performance in the company. Management needs to pay attention to and manage these factors to improve employee performance and achieve organizational goals optimally.

REFERENCES

Abdullah, S. M. (2019). Social Cognitive Theory : A Bandura Thought Reviewpublished in 1982-2012. Psikodimensia, 18(1), 85. https://doi.org/10.24167/psidim.v18i1.1708

Afandi, P. (2018). Manajemen sumber daya manusia (Teori, konsep dan indikator). Riau: Zanafa Publishing, 3.

Arikunto, S. (2017). Pengembangan instrumen penelitian dan penilaian program. Yogyakarta: Pustaka Pelajar, 53.

Asnawi, M. A. (2019). Kinerja Karyawan Perseroan Terbatas: studi kasus atas pengaruh fasilitas kerja dan karakteristik pekerjaan. Gorongtalo: CV. Athra Samudra.

Bahri, S. (2018). Metodologi Penelitian Bisnis Lengkap Dengan Teknik PengolahanData SPSS. Penerbit Andi (Anggota Ikapi). Percetakan Andi Ofsset. Yogyakarta. Bargsted, M., Vielma, R. R., & Yeves, J. (2019). Professional Self-efficacy and JobSatisfaction : The Mediator Role of Work. Journal of Work and Organizational Psychology, 35(3), 157–163.

Fitri, S., & Suwarsi, S. (2022). *Pengaruh Kelelahan Emosional terhadap Kepuasan Kerja dengan Employee Commitment sebagai Variabel Moderating Selama MasaPandemi Covid-19*. 1442–1448.

Ginting, H., & Febriansyah, H. (2020). Copenhagen psychosocial questionnaire (COPSPQ) III omnibus survei faktor-faktor psikososial di tempat kerja. Jakarta: Penerbit Prenadamedia Group.

Hasanah, U., Dewi, N., & Rosyida, I. (2019). Self-Efficacy Siswa SMP Pada Pembelajaran Model Learning Cycle 7E (Elicit, Engange, Explore, Explain, Elaborate, Evaluate, and Extend). Prisma Prosiding Seminar Nasional Matematika, 2, 551–555.

Kartono, K. (2019). Pemimpin dan *Leadership*. Jakarta: PT Raja Grafindo Persada.

Kristensen (dikutip dalam Henndy Ginting & Hary Febriansyah, 2020). Copenhagen Psychosocial Questionnaire (COPSOQ) III Omnibus Survey Faktor-Faktor Psikososial di Tempat Kerja. Jakarta: Kencana.

Mangkunegara, A.A. Anwar Prabu. (2018). Perencanaan & Pengembangan Manajemen Sumber Daya Manusia. PT Refika Aditama.

Miranda Alvares, M. E., Fonseca Thomaz, E. B. A., Lamy, Z. C., de Abreu Haickel Nina, R. V., Lopes Pereira, M. U., & Santos Garcia, J. B. (2020). Burnout syndrome among healthcare professionals in intensive care units: A cross-sectional population-based study. Revista Brasileira de Terapia Intensiva, 32(2), 251–260. https://doi.org/10.5935/0103-507X.20200036

Mubarok, A., & Zein, A. (2019). Pengaruh *Leadership* dan Motivasi Kerja Terhadap Kepuasan Kerja Karyawan PT Rahman Teknik Perkasa Bekasi. Jurnal Ilmiah Manajemen Ubhara, 1(1). https://doi.org/10.31599/jmu.v6i1.493

Mujiatun, S., Jufrizen, J., & Ritonga, P. (2019). Model Kelelahan Emosional: AntasedenDan Dampaknya Terhadap Kepuasan Kerja Dan Komitmen Organisasi Dosen. Mix Jurnal Ilmiah Manajemen, 9(3), 447. https://doi.org/10.22441/mix 2019.v9i3.005

Nasution, R. S. (2017). Pengaruh Antara Self-Efficacy Dan Kreatifitas Terhadap Intensi Berwirausaha Pada Mahasiswa Fakultas Psikologi Universitas Sumatera Utara. 1-79

.

Raden Roro Lia Chairina, M. M. (2019). Analisis Manajemen Sumber Daya Manusia(Studi Kasus Kinerja Perawat Rumah Sakit). Zifatama Jawara.

Sutrisno, H. E. (2019). Budaya organisasi. Prenada Media.

Sugiyono. (2019). Metode Penelitian Kuantitatif, Kualitatif, dan R&D. Bandung:Alfabeta.

Sutarto Wijono. (2018). *Leadership* Dalam Perspektif Organisasi. PrenadamediaGroup.

Jurnal final Skripsi Dani(1) (1).docx

by ADMIN CHECK

ABSTRACT

This study looks at how self-efficacy and leadership affect how well employees at PT. BTPN do their jobs. In this age of globalization, it is important for companies to improve their people resources in order to reach their goals and vision. It is very important for PT BTPN Syariah to grow its human resources in order to boost performance. An important part of getting employees to do a better job is making them believe in their own skills, which is called self-efficacy. Good guidance is also important. The main way that data for this study was gathered was through an online poll, which is a survey method. Respondent characteristics include age, gender, and amount of education. To pick a representative group of the 82 facilitators who work at PT. BTPN Syariah, a census method is used.

INTRODUCTION

Source quality should go up. In this age of globalization, the power of people is very important for businesses because people are the main way that they reach their vision and goals. Review achievement goals; this can be done at any time, from a short to a long time, based on the company's performance. Asnawi (2019). Source People with a lot of power were seen as important tools that helped the company keep running. PT BTPN Syariah puts emphasis on source improvement Power man as a strategic method to improve business performance. Improve the source of system control Power man talks about the role of recognition, structure, organization, and reorganization with the goal of improving performance management (Asnawi, 2019). Boosting an employee's self-efficacy, which means believing in his own abilities, can help him do a better job. Recognized with Good that make people happier Employees need to put a lot of stress on their own efficacy and style of leadership at work. People who have a high level of effectiveness show that they are better able to complete all tasks successfully. (Abdullah, 2019).

Leadership factors affect how well employees do their jobs. Leadership is the ability to persuade a group to do something in order to reach a goal. Satisfaction at work is a key factor in figuring out how well an organization can meet the needs of its members and boost employee success (Afandi, 2021). Feeling happy Work employee is someone who shows how they feel about their job and the setting they work in. Boosting employee performance is directly linked to job satisfaction, so it has a positive effect on the company. Lack pleasure, on the other hand, We can damage the world at work by not being efficient and effective enough (Zulfikar, 2020). There are 23 offices and branches that make up PT BTPN Syariah. Observation facilitators talk about issues that are linked to self-efficacy, leadership, job satisfaction, and emotional fatigue. A poll of facilitators at PT BTPN Syariah MMS Deli Serdang City Branch was done online, and the results showed that most of them (68%) have trouble finishing the work their guide gives them. According to the questionnaire results, 43% of facilitators are unhappy with how the

i

leadership is figuring out what goals can be reached, and only 30% are temporarily sure that they can meet the quality standards for the work they are given. Work that makes facilitators happy gets their attention. Because only 65% are sure that the organization provides enough tools, and only 27% were happy with the performance review that was done while they were working in the field. There are also worries about a decreased emotion facilitator, which was shown by study done in 2023. 51% of guides experienced stress because of the amount of work they had to do, and 75% were worried about how much work their bosses gave them (Primary Data, 2023).

Based on the above problems , research entitled " **The Influence of Self-efficacy and Leadership To Performance Employees at PT. BTPN Syariah** " was carried out For analyze influence factors the to performance and well-being facilitator .

RESEARCH METHODS

3. 1 Approach study

Look into it The four variables being tested are self-efficacy (X1), leadership (X2), employee success (Y), and their relationships with each other. The method used is a poll, which is a way to get information about people's thoughts, feelings, traits, actions, and the connections between different variables. Sugiyono (2022) said that surveys are a good way to test hypotheses about social and psychological variables using either old or new data. As the main way to gather information for a survey, a spread questionnaire is needed. After getting the answers to the questionnaire, the data was handled and examined using the SPSS version 26 program. Paths and methods for analysis and association used to test the link between variables.

3.2 Definition Operational

It means giving clear and short details about how a certain draft or variable will be measured or seen in a study or experiment: Definition: An operational is a set of specific rules that a researcher sets up in order to study an event, gather data, and come to an interesting conclusion. Definition processes that are used in study These are included:

3.2.1 Self-efficacy (X1)

Self-efficacy is a person's belief in their own skill to do something well in a certain area. The self-efficacy indicator looks at many things, such as the person's decision, the amount of effort and persistence they show, their thought process, their emotional reaction, and how they actually look from their abilities (Amalia and Framusinto, 2020:87).

3.2.2 Leadership (X2)

Leadership is taking action to change the way other people act so that you can reach your goals, whether they are personal or group. Indicators of leadership include the ability to get people to work together, be efficient, be cognitively leadership participative, be able to give out too much responsibility and power, and be able to finish a job on time (Samsul Ariffin, 2019).

3.2.3 Performance Employees (Y)

The employee's performance is judged by how he or she feels about his or her job and how well he or she behaves at work and in the workplace. Indicator success employee includes things like how well they do their job, how much they get paid, how far they get in their career, and how much they affect their bosses and coworkers' work (Handoko, 2020:193).

3.3 Place study

Study This carried out at PT. BTPN Syariah as object study .

3.4 Population and sample

According to Sugiyono (2018: 117), says that "people" refers to a category area that includes things or themes that have different abilities and traits. Look into it In this case, 85 PT trainers make up its population. The BTPN Syariah is a financial company.

For groups of less than 100 people, it is best to use the whole community as a sample. However, if the population size is more than 100 people, 10-15% or 20-25% of the total population can be picked (Arikunto 2012:104).

An example study These 82 trainers were chosen using the methodology poll. They come from all over the community. Data gathering techniques are the ways that information is gathered so that it can be studied or analyzed objectively.

Method: An online poll with a Likert scale was used to collect data on opinions, views, and perceptions of the participants.

3.5 Data Collection Techniques

As part of the data collection method, an online poll with a Likert scale was used to find out what people thought, believed, and felt. (12) Sujarweni (2020:94).

3.6 Data Analysis Techniques

For the process of data processing, SPSS 26.0 software must be used. As Bahri (2018:155) says, the stages of data analysis include describing the respondent, describing the response, evaluating the validity and reliability, using descriptive statistics, evaluating the instrument study using the t test and F-test, and determining the determination coefficient (R2).

3.6.1 Analysis Statistics Descriptive

basically means the process of looking at facts to outline and describe traits.

Statistics descriptive are used to give an overview of specific responder data, such as type, gender, age, education level, and years of work. Analysis: It also has an index to look at how people answered a question about a variable

3.6.2 Instrument Test Study

The testing tool looks at both validity and repeatability. Validity tests check how well the instrument can measure the goal accurately, while reliability test check how reliable and consistent the instrument is. Trials were held against 85 individuals at PT. BTPN Syariah. If the estimate coefficient correlation (r value) is higher than the critical coefficient correlation (r table) at a significance level of α = 0.05, the instrument study is thought to be valid.

The instrument study was put through a reliability test that looked at the coefficient of similarity between the question items (Bahri, 2018:117). There are level major depends on tools that are reliable, and their reliability is tested with a coefficient that ranges from 0 to 1. Tools for measuring that are thought to be more reliable If coefficient, then its stability is close to 1.

3

3.6.3 Hypothesis Testing

Testing hypothesis is a statistical method used to judge a claim or theory about a group based on a sample of data.

3.6.4.1 Coefficient Determination (R2)

The R2 method is used. Find out how much the independent factors affect the dependent variable when they work together. A high R2 value means the model is strong, while a low R2 value means it does not make a big difference. How to do it To measure the effect variable on its own

$$D = R^2 \times 100\%$$

Where :
- D is Coefficient determination ,
- R is Coefficient Correlation between Variable Independent and Variable Bound .

3.6.4.2 Significant Test Partial (t-test)

The t-test was used to see how significant the independent variable was in relation to the dependent variable. Criteria are:

- Ho is rejected , Ha is accepted If $T_{count} > T_{table}$
- Ho is accepted , Ha is rejected If $T_{count} \leq T_{table}$

3.6.4.3 Significant Test Simultaneous (F-Test)

To check the importance of the regression model at the same time, the F-test was used. Criteria are:

- Ho is rejected : F - count > F- table
- Ho accepted : F - count < F- table

RESULTS AND DISCUSSION

4.1. Description Characteristics Respondent

An poll given to PT. BTPN staff was used in the study. This sample has a total of 82 workers. The 82 people who answered were put into groups based on their gender, age, and amount of schooling.

Table 4.1 Characteristics Respondent

Type Sex	Frequency	Percentage
a. Man	35	42.68%
b. Woman	47	57.31%
Total	82	100%
Age		
a. 20-25 years	21	25.60%
b. 26-30 years old	34	41.46%
c. >30 years	27	32.92

Total	82	100%
Level of education		
a. High School Equivalent	8	9.75%
b. D1	0	0%
c. D2	0	0%
d. D3	3	3.65%
e. S1	71	86.58%
Total	**82**	**100%**

Source : Data Collection

4.2. Description Variable Study

Once the data was gathered, respondents' notes were summed up, and the results were looked at to see how descriptive each variable was. The things that follow make responders This make a choice

Score evaluation Lowest are : 1

Score evaluation highest is : 5

Interval = 5-15 = 0.80

So obtained limitation evaluation to variables :

1.00-1.79 = Very Low

1.80-2.59 = Low

2.60-3.39 = Fair

3.40-4.19 = High

4.20-5.00 = Very High

Form to fill out A Likert scale was used to find out what factors were linked to staff success. The study summed up the responses of people about their sense of self-efficacy, leadership, staff success, and mental tiredness. Following up on the outcome

Table 4.2 Recapitulation of Respondent Data

Variable	Mark	Note
self-efficacy (X1)	2.85	Enough
Leadership (X2)	3.05	Enough
Performance Employees (Y)	3.45	Tall

Source : Data Collection

The public's answers to the variables Self-Efficacy (X1) and Leadership (X2), which are not dependent on each other, show that the second factor has a good effect on Performance Employee (Y), which is dependent on the first factor. This was seen by more than half of the people who said they agreed or very much agreed with the statement. We can say that staff likes their jobs because they matter. This issue was seen from the number and quality of workers, as well as from how well they did their jobs. Self-efficacy, great self-esteem, and good direction not only help an employee do his job better, they make it better. In this study, it was shown that

5

variables that are independent and variables that are dependent both work the same way to make something bigger.

4.3. Instrument Test Study

4.3.1. Validity test

1. As for Self-Efficacy (X1), a r value of 0.639 was found. If the level of importance is 5% and the given r value is greater than the table r value (0.639 > 0.217), then the question about self-efficacy can be accepted. In this study, there is a strong and significant link between question This and the evaluation concept efficacy self.

2. Leadership (X2): 0.488 was found for the r number. This question about leadership is thought to be true because At a 5% level of importance, the predicted r value is higher than the table r value (0.488 > 0.217). The facts of this case show that good To find out how to get draft leadership in study This.

3. I found a r value of 0.405 for Performance Employees (Y). If the level of significance is 5% and the predicted r value is greater than the table r value (0.405 > 0.217), then the question about employee performance is acceptable. Getting back to the point, that question This has a lot to do with the evaluation term Performance Employee in this stud.

4.3.2. Reliability Test

1. Size of well-being self-have The number of Cronbach's alpha is 0.892. Number of Cronbach's alphas for a variable This is more than 0.60, which is 0.892, so it is thought to be correct. This study shows that the question about self-efficacy is a very good one. For the purpose of measuring, write down the.

2. The value of 0.851 for Cronbach's alpha for changeable leadership. Number of Cronbach's alphas for a variable This is greater than 0.60, which is a stable value. This shows that the question of leadership is a very good one. To find out what kind of trait the in study This is.

3. The value of Cronbach's alpha for the Performance Employee measure is 0.950. Number of Cronbach's alphas for a variable This is greater than 0.60, which is a stable value. This shows that the question about employee performance is a very good one. For to draft the in study This.

4.3.3. Test Assumptions Classic

1. Normality test

To find out if there are any residues or other factors that affect the normal distribution of the regression model, normality must be checked. Kolmogorov-Smirno test was used on one sample used in the study to make sure it was normal. The results of the One-Sample Kolmogorov-Smirnov normality test can be found in Table 4.3, which is listed under This

Table 4.3 Normality Test

	Unstandardizd Residue

N			82
Normal Parameters [a,b]	Mean		00
	Std. Deviaton		9,480
Most Extreme Differences	Absolute		079
	Positive		070
	Negative		-079
Kolmogorov- Sinornov			079
Asmp . Sig. (2- taled) [c]			200 [d]

Source : Data Processing

The normality test findings are shown in Table 6. The whole study factor This has a significance level greater than 0.05 (sig > 0.05). It means to look at a lot of factors in the regression model from all over. This is fine. With a significance level of 0.200, we can say that the regression model's all-over-factor study was successful. This was spread out regularly.

2. Multicollinearity Test

There are VIF numbers and regression model values that are used to do a multicollinearity test. If VIF is less than 10 and value tolerance is greater than 0.10, then multicollinearity does not happen in the regression model. The findings of the multicollinearity test are:

Table 4.4 Multicollinearity Test

	Coefficients [a]		
		Colinearity Statistics	
Model		Tolerancec	VIF
1	(Constan)		
	Self-efficacy	980	1.020
	Leadership	980	1.020

a. Dependent Variables : Performance Employee

Source : Data Processing

The VIF and Tolerance numbers can be seen above in Table 4.4. Believe in yourself has a VIF rating of 1.020, and becoming a leader has a mark of 1.020 and a level range of 0.980. All of the numbers have their own mark limit > 0.1 and a VIF value < 10. This means not having any multicollinearity. In this case, you could say that the equality regression does not show any signs of multicollinearity between factors that are not related to each other.

4.4. Hypothesis testing

4.4.1. Analysis Regression

Information about study It can be said that this is usually distributed because the assumption test standard show There is neither heteroscedasticity nor multicollinearity. So, the data we have meets the easy need for regression models. It is easy to use regression analysis How strong is the link between the variables that are independent and those that are dependent? In Table 4.5 below, you can see the results of the regression analysis.

7

Table 4.5 Regression Model I

Model		Unstandardizd Coefficients		Standardizd Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constan)	43,663	1,564		27,921	<.001
	Self-efficacy	137	050	254	2,743	008
	Leadership	320	061	484	5,216	<.001

a. *Dependent Variable* : Performance Employee

Source : Data Processing

Based on the regression analysis in Table 4.5, we got an equality regression.

$KK = \sigma + \beta 1\ SE + \beta 2\ KEP$
$KK = 43.663 + (0.137)SE + (0.320)\ KEP$

Table 4.6 Regression Model II

Model	Unstandardizd Coefficients		Standardizd Coefficients			
	B	Std. Error	Beta		t	Sig.
1 (Constan)	41,991	1,173			35,786	<.001
Self-efficacy	264	043		489	6,114	<.001
Leadership	510	074		771	6,918	<.001
X 1.Z	003	001		385	4,141	<.001
X 2.Z	004	001		475	4,128	<.001

a. *Dependent Variables* : Performance Employee

Source : Data Processing

Based on the regression analysis in Table 4.5, we got an equality regression.

$KK = \sigma + \beta 1\ SE + \beta 2\ KEP + \beta 3X1Z + \beta 4X2Z$
$KK = 41,991 + (0.264)SE + (0.510)\ ROA + (0.003)X1Z + (0.004)X2Z$

Information :

KK   = Performance Employees (X1)
SE   = *Self-efficacy* (X2)
KEP = Leadership
Z   = Fatigue Emotional

4.4.2. t test

Short form of the "partial test," the t test is used. To learn more, see How independent variables affect dependent variables. We use the t test with a significance level of 95% or = 5% to look at regression data. The following conditions must be met: If the amount of significance is less than 0.05, both hypothesis alternative (Ha) and hypothesis zero (H0) are thrown out. 3. If the amount of significance is greater than 0.05, both hypothesis alternative (Ha) and hypothesis zero (H0) are thrown out.

Table 4.7. t test

Variable	B	t	Sig.
1 (Constan)	41,991	35,786	<.001
Self-efficacy	,264	6.114	<.001
Leadership	,510	6,918	<.001

a. *Dependent Variable* : Performance Employee

Source : Data Processing

Figure out This is done with degrees of freedom (Df), which are found by taking 82 and taking away 4, which gives you 78. In other words, there is a 0.05% chance that the numbers in the table are right. The t values for the analysis regression factors effectiveness self and leadership are 6.114 and 6.918 for each question. The whole thing has a mark significance of 0.001, which means that hypothesis zero (H0) is not true and hypothesis alternate (Ha) is true. This means that self-efficacy and direction play a big role in how well a good employee does his job

4.4.3. Coefficient Test Determination

Finding the coefficients shows how well a good regression model can explain changes that are not caused by other factors. Coefficient test results for figuring this out were shown below

Table 4.8 Coefficient Test Self-Efficacy Determination , Leadership To Performance Employee

Model	R	R Square	Adjusted R Squar	Std. Error of the Estimate
1	,578 [a]	,334	,317	3,895

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

Source : Data Processing

Table 4.9 Coefficient Test Determination of Self-Efficacy, Leadership , X1Z, X2Z Against Performance Employee

Model	R	R Square	Adjusted R Squar	Std. Error of the Estimte
1	,817 [a]	,668	,651	2,784

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

Source : Data Processing

9

As you can see in Table 4.8, the coefficient of determination (Adjusted R2) is 0.334, which is the same as 33.4%. That graph shows how much the Good variable, which is independent, can explain changes in the dependent variables, which are made up of the self-efficacy and leadership factors. A lot of the changes (66.6% of them) can not be explained by variables in the probability model. They are caused by things that are not part of the study. In Table 4.9, the coefficient of determination rose quickly and hit 0.668, which is 66.8%. In other words, leadership and self-efficacy as variables that depend on and on each other can explain about 66.8% of the difference in how well a good employee does his job. Even though these other factors were not part of our study, they can still explain 33.2% of successful employees. These numbers show how important it is to see more Lots To get a better idea of how Performance Employees Do at Work, use this link.

4.4.4. F test

The goal of this F test is to find out what model is being used, according to the study of private data Check out Table 4.10 for the results of the This.F test, and the study that came from testing the services under This:

Table 4.10 F Test

ANOVA [a]

Model		Sum ofSquare	df	Mean Squar	F	Sig.
1	Regresion	1202.185	4	300,546	38,764	<.001 [b]
	Reside	597,001	77	7,753		
	Total	1799.186	81			

a. Dependen Variable: Performance Employe
b. Predictor: (Constant), Self-eficacy, Leadership

Source : Data Procesing

Based on the previous calculations, the F-count is 38,764 and the chances are 0.01. If the mark Fcount is bigger from Ftables and the value of chance is less than 0.05 (5%), then it is clear that the model being tried is good. For example, these data make it clear that self-efficiency and leadership play a big role in how well Good PT BTPN Syariah workers do their jobs.

4.5. Analysis and Discussion
1. The influence of self-efficacy on Performance Employee facilitator at PT. BTPN Syariah

Looks at There is a strong link between how well the self-worker guide does his job at PT. BTPN Syariah and how effective he is at it. When self-efficacy goes up, people often feel like they can handle problems and finish their work with more Good. They may trust him more to get the results they want because of this, which means that more workers will do a good job. In general, having more workers who do a good job is good for business. It is important for managers to know how they are affecting things and look for ways to make them better.

10

2. Influence Leadership to Performance Employees at PT. BTPN Syariah

A study found that leadership has a big effect on how well Good workers at PT. BTPN Syariah do their jobs. A good boss not only makes sure that people know where they are going and why, but they can also get them excited and motivated. Most of the time, people who work for companies with good managers feel valued, supported, and given the chance to grow. They can get more done because of this. So that everyone in the company can do their best work, management needs to focus on training and developing good leaders and making the workplace useful.

CLOSING

The test results show that self-efficacy and leadership have a big effect on how well Good workers at PT. BTPN Syariah do their jobs. With an Fcount of 38,764 and an opportunity value of 0.01, studies show that the regression model is significant. Changes in the R^2 number show how well both models can explain the difference in how well the good employee does his job. That is 33.4 percent.

Work that is done on-site needs to stress self-efficacy and direction. Move On This should make the place where work gets done more productive, help employees do their jobs better, and generally raise the level of success in the company. A study and talk show that self-efficacy and leadership play a big part in how well a good employee does his job at the company. For managers to get the most out of their workers and reach their goals, they need to remember and pay attention to the following

BIBLIOGRAPHY

Asnawi . (2019). *Performance Limited Liability Company Employees : Study Case On Influence Facility*
    Work And Characteristics Work . CV. Athra Samudra.

Abdullah, SM (2019). Social Cognitive Theory: A Bandura Thought Review published in
    1982-2012. *Psychodimensia* , 18(1), 85. doi : 10.24167/ psidim.v 18i1.1708

Afandi , P. (2021). *Management Source Power Man* . Week New Riau: Zanafa Publishing.

Ahmad Mubarok , AZ (2019). Influence Leadership And Motivation Work To
    Performance Employees of Pt Rahman Teknik Perkasa Bekasi. *Journal Scientific Management Ubhara* , VI(1), 45-53.

Arikunto , S. (2017). *Development Instrument Program Research and Assessment* .
    Yogyakarta: Library Student .

Asnawi , MA (2019). *Performance Limited Liability Company Employees : Study Case On Influence*
    Facility Work And Characteristics Work . Athra Samudra.

Bahri , Syaiful . (2018). *Method Study Business – Complete With Data Processing Techniques*
    SPSS . ANDI: Yogyakarta.

Bargsted et al., (2019) " *Professional Self-efficacy and Job Satisfaction: The Mediator Role of Work Design* "

y Sutrisno . (2019). *Management Source Power Man* . Jakarta: Prenadamedia Group.

Ginting , H., & Febriansyah , H. (2020). *Copenhagen Psychosocial Questionnaire (COPSOQ)*

III Omnibus Survey of Factors Psychosocial in Place Work . Jakarta: Kencana .

Hasanah , U., Dewi , N., & Rosyida , I. (2019). Middle School Students' Self-Efficacy in Learning
7E Learning Cycle Model. *Prisma Proceedings of the National Mathematics Seminar* , 2, 551–555.

Kartono , K. (2019). *Leaders and Leadership* . Jakarta: PT Raja Grafindo Homeland .

Kristensen (quoted in Hendy Ginting & Hary Febriansyah , 2020). C *openhagen Psychosocial Questionnaire (COPSOQ) III Omnibus Survey Factors Psychosocial in Place Work* . Jakarta: Kencana .

Lia Chairia , RR (2019). *Analysis Management Source Power Man* . Sidoarjo : Zifatama Champion .

Mangkunegara , AA Anwar Prabu. (2018). *Planning & Development Management Source Power Man* . PT Refika Aditama .

Miranda Alvares , ME, Fonseca Thomaz , EBA, Lamy, ZC , et al. (2020). Burnout syndrome among healthcare professionals in intensive care units: A cross-sectional population-based study. *Revista Brasileira de Therapya Intensiva* , 32(2), 251–260. doi : 10.5935/0103-507X.20200036

Nasution , RS (2018). *The Influence Between Self-Efficacy and Creativity to Intention Entrepreneurship for Students Faculty Psychology University of Northern Sumatra.*

Pines & Aronson (as delivered by Lia Chairia , RR , 2019). *Analysis Management Source Power Man* . Sidoarjo : Zifatama Champion .

Sugiyono . (2019). *Method Study Quantitative , Qualitative , and R&D* . Bandung: Alphabeta .

Sutarto Wijono . (2018). *Leadership In Perspective Organization* . Prenadamedia Group.

Jurnal final Skripsi Dani(1)(1).docx

19% SIMILARITY INDEX	18% INTERNET SOURCES	3% PUBLICATIONS	5% STUDENT PAPERS

PRIMARY SOURCES

1	jurnal.staialhidayahbogor.ac.id Internet Source	13%
2	Submitted to The Maldives National University Student Paper	1%
3	russianlawjournal.org Internet Source	<1%
4	seaninstitute.org Internet Source	<1%
5	thejhpm.com Internet Source	<1%
6	Submitted to Monash University Student Paper	<1%
7	Submitted to President University Student Paper	<1%
8	Submitted to Universiti Kebangsaan Malaysia Student Paper	<1%
9	1library.net Internet Source	<1%

10 ejournal.unsrat.ac.id
Internet Source   <1%

11 eprints.ubhara.ac.id
Internet Source   <1%

12 jim.unisma.ac.id
Internet Source   <1%

13 ageconsearch.umn.edu
Internet Source   <1%

14 etd.uum.edu.my
Internet Source   <1%

15 openjournal.unpam.ac.id
Internet Source   <1%

16 repository.ub.ac.id
Internet Source   <1%

17 www.jphres.org
Internet Source   <1%

18 www.ajmesc.com
Internet Source   <1%

19 Tri Yoso Astanto, Retno Widodo Pramono.   <1%
    "The Effect Of Regional Capacity On
    Environmental Losses Due To Drought
    Disaster In Regencies / Cities In Indonesia",
    2020 IEEE Asia-Pacific Conference on
    Geoscience, Electronics and Remote Sensing
    Technology (AGERS), 2020

Jurnal final Skripsi Dani(1)(1).docx

SURAT PERNYATAAN TIDAK PLAGIAT

Yang bertanda tangan di bawah ini:

Nama	: Nur Ramadhani Lbs
NPM	: 2005160165
Mahasiswa Program	: Manajemen
Tahun Akademik	: 2023/2024

Menyatakan bahwa saya tidak melakukan kegiatan plagiat dalam penulisan skripsi/tesis/disertasi saya yang berjudul :

THE INFLUENCE OF SELF-EFFICACY AND LEADERSHIP ON EMPLOYEE PERFORMANCE AT PT. BTPN SYARI'AH

Apabila suatu saat nanti terbukti saya melakukan plagiat maka saya akan menerima sanksi yang telah ditetapkan.

Demikian surat pernyataan ini saya buat dengan sebenar-benarnya.

Medan, 12 Mei 2024

Nur Ramadhani

SERTIFIKAT

Kementerian Riset dan Teknologi/
Badan Riset dan Inovasi Nasional

RISTEK-BRIN

Petikan dari Keputusan Menteri Riset dan Teknologi/
Kepala Badan Riset dan Inovasi Nasional
Nomor: 204/E/KPT/2022

Peringkat Akreditasi Jurnal Ilmiah Periode I Tahun 2022
Nama Jurnal Ilmiah

Ad-Deenar: Jurnal Ekonomi dan Bisnis Islam

E-ISSN: 26148838

Penerbit: Al Hidayah Press

Ditetapkan sebagai Jurnal Ilmiah

TERAKREDITASI PERINGKAT 4

Akreditasi Berlaku selama 5 (lima) Tahun, yaitu
Volume 6 nomor 1 tahun 2022 sampai volume 10 nomor 2 tahun 2026

Jakarta, 3 October 2022
Menteri Riset dan Teknologi/
Kepala Badan Riset dan Inovasi Nasional
Republik Indonesia,

Prof. Ir. Nizam, M.Sc., DIC, Ph.D., IPU, ASEAN Eng
NIP 196107061987101001

TERAKREDITASI

3	Ad-Deenar: Jurnal Ekonomi dan Bisnis Islam	26148838	Al Hidayah Press	Reakreditasi Naik Peringkat dari Peringkat 6 ke Peringkat 4 mulai Volume 6 Nomor 1 Tahun 2022 sampai Volume 10 Nomor 2 Tahun 2026
4	AFEBI Accounting Review	25485253	Asosiasi Fakultas Ekonomi dan Bisnis Indonesia	Akreditasi Baru Peringkat 4 mulai Volume 5 Nomor 1 Tahun 2020 sampai Volume 9 Nomor 2 Tahun 2024
5	AFEBI Economic and Finance Review	2548527X	Asosiasi Fakultas Ekonomi dan Bisnis Indonesia	Akreditasi Baru Peringkat 4 mulai Volume 5 Nomor 1 Tahun 2020 sampai Volume 9 Nomor 2 Tahun 2024
6	Agrica: Journal of Sustainable Dryland Agriculture	27154955	Fakultas Pertanian, Universitas Flores	Akreditasi Baru Peringkat 4 mulai Volume 13 Nomor 1 Tahun 2020 sampai Volume 17 Nomor 2 Tahun 2024
7	AGRITEPA: Jurnal Ilmu dan Teknologi Pertanian	27221881	Universitas Dehasen Bengkulu	Reakreditasi Tetap di Peringkat 4 mulai Volume 8 Nomor 2 Tahun 2021 sampai Volume 13 Nomor 1 Tahun 2026
8	Agroplantae: Jurnal Ilmiah Budidaya dan Pengelolaan Tanaman Perkebunan	26572060	Politeknik Pertanian Negeri Pangkep	Akreditasi Baru Peringkat 4 mulai Volume 9 Nomor 1 Tahun 2020 sampai Volume 13 Nomor 2 Tahun 2024
9	agroscience	25797891	Fakultas Sains Terapan, Universitas Suryakancana.	Reakreditasi Naik Peringkat dari Peringkat 5 ke Peringkat 4 mulai Volume 11 Nomor 2 Tahun 2021 sampai Volume 16 Nomor 1 Tahun 2026
10	AGROVITAL : Jurnal Ilmu Pertanian	25417460	Lembaga Penelitian dan Pengabdian Masyarakat Universitas Al Asyariah Mandar	Reakreditasi Tetap di Peringkat 4 mulai Volume 6 Nomor 2 Tahun 2021 sampai Volume 11 Nomor 1 Tahun 2026
11	AJARCDE (Asian Journal of Applied Research for Community Development and Empowerment)	25810405	Asia Pacific Network for Sustainable Agriculture, Food and Energy	Akreditasi Baru Peringkat 4 mulai Volume 4 Nomor 3 Tahun 2020 sampai Volume 9 Nomor 2 Tahun 2025

SINTA

Author Subjects Affiliations ▼ Sources ▼ FAQ WCU Registration Login

Journals

Sort by
Impact

9,906
Total Journals

1,444
Total Publishers

Results for "ad-deenar"

Filter

Search Journals
Search...

Accreditations Level

Previous 1 Next
Page 1 of 1 | Total Record 1

AD-DEENAR: JURNAL EKONOMI DAN BISNIS ISLAM

Google Scholar   Website   Editor URL
Al Hidayah Press

S4 Accredited   Garuda

0.00
Impact

S2
Citations 5yr

S54
Citations

1N
H5-Index

Previous 1 Next
Page 1 of 1 | Total Record 1

Top Journals
Top Journals by Impact

Get More with SINTA Insight

Go to Insight

Activate Windows
Go to Settings to activate Windows.

UNIVERSITAS MUHAMMADIYAH SUMATERA UTARA
FAKULTAS EKONOMI DAN BISNIS

Nomor   : 1028 /II.3-AU/UMSU-05/ F / 2024   Medan, <u>13 Syawal 1445 H</u>
Lampiran   :   22 April 2024 M
Perihal   : **IZIN RISET PENDAHULUAN**

Kepada **Yth.**
Bapak / Ibu Pimpinan
PT. BTPN Syariah
Jln.Dr.Ide Anak Agung Gde Agung Kav.55 Jakarta
Di tempat

Assalamu'alaikum Warahmatullahi Wabarakatuh

Dengan hormat, sehubungan mahasiswa kami akan menyelesaikan studi, untuk itu kami memohon kesediaan Bapak / Ibu sudi kiranya untuk memberikan kesempatan pada mahasiswa kami melakukan riset di **Perusahaan / Instansi** yang Bapak / Ibu pimpin, guna untuk penyusunan skripsi yang merupakan salah satu persyaratan dalam menyelesaikan Program **Studi Strata Satu (S-1)**

Adapun mahasiswa/i di Fakultas Ekonomi Dan Bisnis Universitas Muhammadiyah Sumatera Utara tersebut adalah:

Nama   : **Nur Ramadhani Lubis**
Npm   : **2005160165**
Jurusan   : **Manajemen**
Semester : **VIII (Delapan)**
Judul   : **Pengaruh Self-efficacy dan Kepemimpinan Terhadap Kinerja Karyawan di PT. BTPN Syariah**

Demikianlah surat kami ini, atas perhatian dan kerjasama yang Bapak / Ibu berikan kami ucapkan terima kasih.

Wassalamu 'alaikum Wr.Wb

                                                         Dekan

                                          Dr. H. JANURI, SE.,MM.,M.Si., CMA.
                                          N I D N : 0 1 0 9 0 8 6 5 0 2

Tembusan :
   1.Pertinggal

PENETAPAN DOSEN PEMBIMBING
PROPOSAL / SKRIPSI MAHASISWA

NOMOR : 1028 / TGS / II.3-AU / UMSU-05 / F / 2024

Assalamu'alaikum Warahmatullahi Wabarakatuh

Dekan Fakultas Ekonomi Dan Bisnis Universitas Muhammadiyah Sumatera Utara, berdasarkan Persetujuan permohonan judul penelitian Proposal / Skripsi dari Ketua / Sekretaris :

Program Studi   : **Manajemen**
Pada Tanggal   : 26 Maret 2024

Dengan ini menetapkan Dosen Pembimbing Proposal / Skripsi Mahasiswa :

Nama   : **Nur Ramadhani Lubis**
N P M   : **2005160165**
Semester   : **VIII (Delapan)**
Program Studi   : **Manajemen**
Judul Proposal / Skripsi : **Pengaruh Self-efficacy dan Kepemimpinan Terhadap Kinerja Karyawan di PT. BTPN Syariah**

Dosen Pembimbing   : **Jasman Saripuddin, SE.,M.Si.**

Dengan demikian di izinkan menulis Proposal / Skripsi dengan ketentuan :

1. Penulisan berpedoman pada buku panduan penulisan Proposal/ Skripsi Fakultas Ekonomi dan Bisnis UMSU.
2. Pelakasanaan Sidang Skripsi harus berjarak 3 bulan setelah dikeluarkanya Surat Penetapan Dosen Pembimbing Skripsi
3. **Proyek Proposal / Skripsi** dinyatakan **" BATAL "** bila tidak selesai sebelum Masa Daluarsa tanggal : **22 April 2025**
4. Revisi Judul...........

Wassalamu'alaikum Warahmatullahi Wabarakatuh.

Ditetapkan di   : Medan
Pada Tanggal   : <u>13 Syawal 1445 H</u>
                 22 April 2024 M

Dekan

Dr. H. JANURI, SE.,MM.,M.Si., CMA
N I D N : 0 1 0 9 0 8 6 5 0 2

Tembusan :
1. Pertinggal.

PT.Bank Tabungan Pensiunan Nasional (BTPN) Syariah
Jakarta Selatan
Jl. Dr. Ide Anak Agung Gde Agung Kav 5-5-5.6

SURAT KETERANGAN RISET
No : SPN. 003 /DIR/FCA/II/2024

Saya yang bertanda tangan di bawah ini :

Nama   : Fachmy Achmad

Jabatan   : Direktur PT Bank BTPN Syariah Tbk (BTPN Syariah)

Dengan ini menerangkan bahwa :

Nama   : Nur Ramadhani Lubis

No. Mahasiswa   : 2005160165

Prodi/Semester : S-1 Manajemen/VIII

Dari Universitas Muhammadiyah Sumatera Utara Medan fakultas Ekonomi dan Bisnis Islam jurusan Manajemen telah melakukan kegiatan Riset dan meminta data guna melengkapi penulisan Skripsi yang berjudul *"PENGARUH SELF-EFFICACY DAN KEPIMIMPINAN TERHADAP KINERJA KARYAWAN DI PT. BTPN SYARIAH"* pada 08 Mei 2024

Demikian surat ini kami buat dengan benar dan dapat digunakan sebagaimana mestinya.

Jakarta Selatan, 8 Mei 2024
PT Bank BTPN Syariah

FACHMY ACHMAD
DIRECTOR

SURAT KETERANGAN PENERIMAAN NASKAH/ARTIKEL
AD-DEENAR: Jurnal Ekonomi dan Bisnis Islam
Terakreditasi Sinta 4

Dewan Editorial *AD-DEENAR: Jurnal Ekonomi dan Bisnis Islam* telah menerima artikel/naskah jurnal terkait:

Nama Penulis   : Nur Ramadhani Lubis, Jasman Sarifuddin Hasibuan

Judul   : PENGARUH SELF-EFFICACY DAN KEPIMIMPINAN TERHADAP KINERJA KARYAWAN DI PT. BTPN SYARIAH

Afiliasi   : UNIVERSITAS MUHAMMADIYAH SUMATERA UTARA

Menyatakan bahwa artikel tersebut telah diterima dan akan diproses sesuai prosedur penulisan *AD-DEENAR: Jurnal Ekonomi dan Bisnis Islam* STAI Al Hidayah Bogor dan akan diterbitkan pada jurnal elektronik *AD-DEENAR: Jurnal Ekonomi dan Bisnis Islam Volume 8 Nomor 01 Maret 2024*. Demikian surat keterangan ini dibuat dan agar dipergunakan dengan sebaik-baiknya.

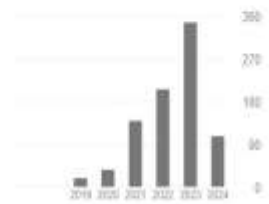Bogor, 12 Maret 2024
Ketua Dewan Editor

Sujian Suretno

JUDUL	DIKUTIP OLEH	TAHUN
Factors affecting organizational citizenship behavior of budget hotel employees in Indonesia: Examining the mediating role of work engagement and affective commitment J Jufrizen, S Farisi, JS Hasibuan, A Gunawan Problems and Perspectives in Management 22 (1), 549-561		2024
The Effect of Work Ability and Organizational Culture on Employee Performance with Motivation as an Intervening Variable in The Body Staffing and Development Human Resources ... JS Hasibuan, N Rialdy, D Cahyanti The Current Issues & Research in Social Sciences, Education and Management ...		2024
Servant Leadership and Innovative Work Behavior: The Mediating Role of Job Crafting and Job Autonomy SM Zein, JS Hasibuan, J Jufrizen International Journal of Business Economics (IJBE) 5 (2), 132-149		2024
THE INFLUENCE OF SELF-EFFICACY AND LEADERSHIP ON EMPLOYEE PERFORMANCE AT PT. BTPN SYARI'AH NR Lubis, JS Hasibuan Ad-Deenar: Jurnal Ekonomi dan Bisnis Islam 8 (01)		2024
Examining the Impact of Destination Image on Tourist Satisfaction and Loyalty at Lake Toba, Indonesia. M Arif, JS Hasibuan, NI Purnama		2024

Pengarang bersama

Zula Hanum
Universitas Muhammadiyah Sum...

Willy Yusnandar
Universitas Muhammadiyah Sum...

Musilh
Universitas Muhammadiyah Sum...

prawidya hanam
Universitas Muhammadiyah Sum...

54

Dashboard

Explore SINTA

Mutation History

List Verificator PT

My SINTA

Search...

Sort By

Year

Page 1 of 8 | Total Records : 78

Examining the Impact of Destination Image on Tourist Satisfaction and Loyalty at Lake Toba, Indonesia.
Author : M Arif, JS Hasibuan, Ni Purnama
International Journal of Sustainable Development & Planning 19 (1), 2024

publish at 2024 | 0 cited

THE INFLUENCE OF SELF-EFFICACY AND LEADERSHIP ON EMPLOYEE PERFORMANCE AT PT. BTPN SYARI'AH
Author : NH Lubis, JS Hasibuan
Ad-Deenar: Jurnal Ekonomi dan Bisnis Islam 8 (01), 2024

publish at 2024 | 0 cited

Factors affecting organizational citizenship behavior of budget hotel employees in Indonesia: Examining the mediating role of work engagement and affective commitment
Author : J Juffizen, S Farisi, JS Hasibuan, A Gunawan
Problems and Perspectives in Management 22 (1), 549-561, 2024

publish at 2024 | 0 cited

The Effect of Work Ability and Organizational Culture on Employee Performance with Motivation as an Intervening Variable in The Body Staffing and Development Human Resources ...
Author : JS Hasibuan, N Rialdy, D Cahyanti
The Current Issues & Research in Social Sciences, Education and Management ..., 2024

publish at 2024 | 0 cited

Servant Leadership and Innovative Work Behavior: The Mediating Role of Job Crafting and Job Autonomy
Author : SM Zein, JS Hasibuan, J Juffizen
International Journal of Business Economics (IJBE) 5 (2), 132-149, 2024

publish at 2024 | 0 cited

DAFTAR RIWAYAT HIDUP

1. DATA PRIBADI

Nama   : Nur Ramadhani Lbs
NPM   : 2005160165
Tempat dan Tanggal Lahir   : Medan, 10 Desember 2001
Jenis Kelamin   : Perempuan
Agama   : Islam
Kewarganegaraan   : Indonesia
Anak ke   : 2 dari 3 bersaudara
Alamat   : JL. Prof HM Yamin SH GG Ketoperak No 19
No. Telephone   : 081360271239
Email   : nurramadhanilubis100e@gmail.com

2. DATA ORANG TUA

Nama Ayah   : M Akhyar Lubis
Pekerjaan   : Wiraswasta
Nama Ibu   : Nurlela Sinaga
Pekerjaan   : Mengurus Rumah Tangga
Alamat   : JL. Prof HM Yamin SH GG Ketoperak No 19

3. DATA PENDIDIKAN FORMAL

Sekolah Dasar   : SD Swasta Karya Bunda
Sekolah Menengah Tingkat Pertama   : SD Swasta Karya Bunda
Sekolah Pertama Tingkat Atas   : Madrasah Aliyah Negeri 1 Medan
Perguruan Tinggi   : Universitas Muhammadiyah Sumatera Utara

Medan, 29 Mei 2023

Nur Ramadhani Lbs