

Pengaruh role-breadth self-efficacy terhadap performa tugas: peran intervensi pengenalan konsep role-breadth self-efficacy pada pegawai institusi x = The impact of role-breadth self-efficacy on task performance: the role of introducing role-breadth self-efficacy concept to employee at institusi x

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Abstrak

ABSTRAK

Performa tugas adalah hal yang penting di dalam sebuah organisasi karena menjadi salah satu indikator penentu dari outcome (luaran) organisasi khususnya pada individual level outcomes. Salah satu variabel yang diduga penting adalah self-efficacy khususnya dalam konteks pekerjaan, yaitu Role-Breadth Self-Efficacy (RBSE). Penelitian ini terdiri dari dua studi. Studi 1 bertujuan untuk mengetahui pengaruh role-breadth self-efficacy terhadap performa tugas pegawai di Institusi X. Pengambilan data dilakukan dengan menyebarkan kuesioner kepada 42 pegawai di level pelaksana dan 12 kepala sub-bagian. Data dianalisis dengan teknik korelasi Pearson dan regresi linier sederhana. Hasil penelitian menunjukkan ada hubungan yang signifikan antara role-breadth self-efficacy dan performa tugas pegawai di level pelaksana dengan nilai $r = 0,44$; $R^2 = 19$; $p \text{ value} < 0,05$. RBSE memiliki pengaruh terhadap performa tugas pegawai sebesar 19%. Kekuatan hubungan RBSE dan performa tugas termasuk ke dalam kategori sedang. Kemudian, penelitian dilanjutkan dengan studi 2 untuk mengetahui efektivitas dari program intervensi yang diberikan yaitu pelatihan pengenalan konsep role-breadth self-efficacy. Jumlah responden yang mengikuti pelatihan sebanyak lima orang. Analisis efektivitas intervensi dilakukan dengan menggunakan teknik Wilcoxon Signed Rank Test. Hasil analisis menunjukkan terdapat perbedaan RBSE yang signifikan antara responden sebelum dan sesudah diberikan pelatihan dengan nilai $Z = -2,03$; Asymp. Sig.(2-tailed) = 0,04. Selain itu, hasil analisis perubahan pengetahuan menunjukkan nilai $Z = -1,62$ dengan Asymp. Sig (2-tailed) sebesar 0,10 sehingga dapat disimpulkan bahwa tidak ada perbedaan pengetahuan yang signifikan terhadap responden sebelum dan sesudah diberikan pelatihan. Dengan demikian, perlu ada evaluasi mendalam agar Institusi X dapat memanfaatkan pelatihan ini untuk meningkatkan pengetahuan RBSE pada pegawai, salah satunya dengan mengembangkan materi pelatihan yang lebih sesuai dengan karakteristik Institusi X.

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ABSTRACT

Task performance is necessary for organization because it is one of organizational outcomes factors, especially individual outcomes. One variable that is considered to be important is self-efficacy especially in the context of work, namely Role-Breadth Self-Efficacy (RBSE). This research consists of two studies. Study 1 aims to examine the impact of employee role-breadth self-efficacy on employee task performance at Institusi X. Data were obtained by distributing questionnaire to 42 staffs and 12 head of subsections. Pearson correlation and simple linear regression techniques were carried out to analyze data. The results showed that there was a significant relationship between role-breadth self-efficacy and task performance of employees with $r = 0.44$; $R^2 = 19.6$; $p \text{ value} < 0.05$. Role-breadth self-efficacy has an impact on employee task performance by 19%. The degree of this relationship was categorized as moderate. Hereafter, study 2

was conducted to examine the effectiveness of intervention program provided, i.e. the introduction of role-breadth self-efficacy concept training. The number of respondents who attended training were five people. The effectiveness of the intervention analysis was carried out using Wilcoxon Signed Rank Test technique. The results showed there were significant differences between role-breadth self-efficacy before and after training with $Z=-2,03$; Asymp. Sig (2-tailed) = 0,04. Further analysis was carried out to examine change of respondents' knowledge before and after training. There was no significant difference of respondents' knowledge before and after training with $Z= -1,62$; Asymp. Sig. (2-tailed) = 0.10. Accordingly, Institusi X needs to do in-depth evaluation so that it can take advantage of the training to improve RBSE knowledge for employee, one of them is by developing training materials that are more in line with characteristics of Institusi X.