

PAPER NAME

Self-Efficacy.pdf

AUTHOR

uuh sukaesih

WORD COUNT

5350 Words

CHARACTER COUNT

30363 Characters

PAGE COUNT

8 Pages

FILE SIZE

213.0KB

SUBMISSION DATE

Apr 17, 2023 2:43 PM GMT+7

REPORT DATE

Apr 17, 2023 2:44 PM GMT+7

● 11% Overall Similarity

The combined total of all matches, including overlapping sources, for each database.

- 11% Publications database
- Crossref Posted Content database
- Crossref database
- 0% Submitted Works database

● Excluded from Similarity Report

- Internet database
- Quoted material
- Bibliographic material
- Cited material

Self-Efficacy And Its Increase In The Competence of Community Affected By Covid 19 And Its Effect on Improving Performance

Uuh Sukaesih¹, Miswan², Susilo Utomo³

Fakultas Ekonomi dan Bisnis Universitas Sahid ^{1,2}, Sekolah Tinggi Ilmu Ekonomi Manajemen Bisnis Indonesia (STIE MBI)³

ABSTRACT

After the second flood of the Coronavirus pandemic in Indonesia, the MSME business area was fundamentally impacted, information from the Service of Labor supply and BPJS Work in August 2021 made sense of that there were 2.8 million specialists who were straightforwardly impacted by Coronavirus. They comprise of 1.7 million proper specialists who have been laid off and 749.4 thousand have been laid off. Moreover, there are 282,000 casual specialists whose organizations are upset. Corresponding to the Priest of Wellbeing Guideline Number 9 of 2020 concerning Rules for Enormous Scope Social Limitations (PSBB guidelines) and the decrease in open pay as a general rule, the MSME area is impacted, there are 282 thousand MSME activists whose business request has diminished and their market request has even left business.

In light of the consequences of perceptions in August 2021, there are 3 (three) MSME areas in Indonesia that have been hardest hit, to be specific MSMEs in transportation, administrations, and the travel industry. To manage the ongoing tensions of troublesome financial circumstances, it takes an elevated degree of self-viability from MSMEs to ascend from difficulty, remake impacted organizations by enabling themselves through projects, cycles, and results, these three variables are determinants of MSME self-viability did to further develop return market interest. Through illustrative examination, 100 examples were taken from 20,692 impacted MSME populaces in the city of Bandung, the review meant to decide the job of program strengthening, cycle, and result on MSME self-viability and their impact on expanding market interest. The test was brought out through quantitative strategies with fractional least squares information handling methods. The outcomes show that there is a positive and tremendous impact of engaging strengthening programs, strengthening cycles, and strengthening yields on expanding market interest through MSME self-viability and strengthening result to increment market interest through MSME self-adequacy.

Keywords: Self-Efficacy, Community, Empowerment, Performance, Covid-19, Market Demand.

1 Introduction

The Indonesian Service of Labor supply (Kemnaker) recorded that 1.9 million formal and casual specialists experienced cutbacks and were laid off by 114,340 organizations in Indonesia until April 16, 2020. This number was expanding quickly, while, on April 11, 2020, the quantity of laborers who were laid off and impacted by cutbacks just contacted 1.5 million individuals. This figure is an increment contrasted with April 9 information which was exclusively around 1.2 million laborers, of this 1.5 million individuals, 10% were laborers who were laid off. While 90% of them are laid-off laborers, the rush of cutbacks topped in June 2020, with laborers in the travel industry and administration areas being the most impacted. In the interim, the public authority will focus on the people who have been laid off alongside casual specialists and miniature, little, and medium undertakings (MSMEs) impacted by Coronavirus, as beneficiaries of the Pre-Business Card program (Meiliana et al, 2020).

Most people will encounter pressure when confronted with the end of business on the grounds that the pay procured will stop, there is a diminishing in actual strength, sensations of depression, and stopping different fun exercises, and these outcomes in an adjustment of one's life and requires another change for the person. The capacity to keep living after misfortune or in the wake of encountering extreme tension and progressively tough spots isn't a fortune. Aside from social help, a variable that can influence strength is self-viability. This is connected with the idea of self-viability (Azis and Novikyantie, 2016). Self-viability is an individual's conviction that he will play out the activities expected in an errand since they accept they will attempt to accomplish their objectives. Self-viability influences thinking processes, inspiration levels, and feeling conditions, so these assume a part in the kind of presentation of people who have low self-viability will find it hard to spur themselves and will quite often take off from errands, loosen up their endeavors or surrender in the beginning phases of obstructions experienced. For people who have high self-viability, troublesome undertakings are viewed as difficulties to be confronted instead

of as dangers to having stayed away from. They attempt to remain focused on their objectives, have an elevated degree of exertion, and have a technique for potential disappointments (Bandura, 1997).

The inner drive moved by the individual is an inspiration to have the option to ascend from the issues experienced subsequent to encountering an issue, this is an endeavor by the person to have the option to tackle issues and accomplish the objectives wanted by the individual, known as self-viability. The public authority, through the Service of Labor supply (Kemnaker), held preparing for the Covid Illness (Coronavirus) reaction. The preparation was done as a work to enable, forestall and manage the effect of Coronavirus. Through Coronavirus reaction preparation at the BLK (Occupation Preparing Center), the Service of Labor supply (Kemnaker) tries to engage the local area, MSMEs, work searchers, and laborers who have been laid off (End of Business), and who have been laid off due to being impacted by Coronavirus. The preparation programs created at BLK or BPP, to be specific cooking preparing programs; assembling of PPE (hazardous materials) garments, veils, face safeguards, hand sanitizers/sanitizer fluids; preparing on sink establishment and Coronavirus container making. The public authority held this Coronavirus reaction preparing pointed toward enabling networks impacted by the spread of Coronavirus and expanding financial strength through the arrangement of impetuses through preparing recompenses.

The Coronavirus program has been done by the Work Preparing Center (BLK) and the Efficiency Improvement Center (BPP) since mid-Walk 2020, and stage I has been created and circulated. Stage II and the greater part of the outcomes have previously been appropriated. For stage III until June 2020. The quantity of BLK and BPP taking part in the Coronavirus reaction preparation is 19 BLK UPTP; 2 BPP UPTP; 129 UPTD BLK and 4 Local areas BLK. The preparation thinks about the well-being convention, PSBB, and other government approaches/guidelines, so the preparation strategy utilized is internet preparing; mixed preparing; distance preparing, and disconnected preparing. The Coronavirus reaction preparation expects to make the survivors of cutbacks and MSMEs whose areas are impacted into enabled MSMEs, as proven by the creation consequences of these helped MSMEs as 2,097,500 veils, 64,800 face safeguards, 136,250 liters of hand sanitizer, and defensive dress. 56,000 bits of individual defensive hardware (PPE)/Hazardous materials, 318,000 rice boxes, 1,584 Coronavirus sinks, 50 Coronavirus cases, and 82,940 liters of sanitizer. The creation results from the preparation are utilized/utilized by the local area to adapt to the spread of Coronavirus, including for clinic and Puskesmas staff; TNI and Polri officials; Coronavirus Dealing with Base and BNPB; clinical/wellbeing specialist affiliations; Coronavirus taking care of workers; public street and bike cab drivers; market and road merchants; government/confidential organization representatives/workers; and security officials from services/organizations, nearby government organizations and the confidential area (Service of Labor Information, 2021).

The public authority's endeavors to work on the monetary improvement of survivors of Coronavirus cutbacks in its execution are as yet a public inquiry, the inquiry is the reasonableness of the execution of the strengthening program with the underlying objective of expanding financial improvement through market interest. Osmani (2000) characterizes strengthening as a condition in which individuals who are weak cause what is happening so that they can communicate their desires and simultaneously they feel engaged with exercises connected with government. Garcia (2001) states that local area advancement is something that has the focal point of consideration as a work to help individuals at different levels so they can develop and create by using all offices and offices both in acting, arranging, making due, and fostering their actual climate so friendly government assistance can be accomplished. Azis and Noviekayati (2016) local area strengthening will be all the more effectively done on people who have high self-viability so the program's objectives will be accomplished, and will eventually lessen destitution levels.

Gibson et al. (2017:1468) states a few rules that should be viewed as locally strengthening process when seen according to the viewpoint of social work including: strengthening is a cooperative cycle, strengthening places the local area as an able entertainer or subject, the local area should see themselves as a significant specialist who can influence change, skill is gained or honed through life experience, capability is obtained or honed through life experience, arrangements that come from explicit circumstances, should be different, casual interpersonal organizations are a significant wellspring of help for pressure decrease, individuals should partake in their own strengthening, the degree of mindfulness is the vital in strengthening, includes admittance to assets and the capacity to utilize these assets really, dynamic, synergistic, continually evolving, transformative; issues generally have different arrangements lastly strengthening is accomplished through private construction and equal monetary turn of events.

The public authority, for this situation the Service of Labor supply and Immigration has given a huge spending plan for this strengthening program, alluding to the Guideline of the Pastor of Labor of the Republic of Indonesia Number 13 of 2020 where the complete spending plan is in excess of 5 billion Rupiah. Coronavirus wave, research is expected to break down the job of strengthening the Service of Labor and Immigration as a determinant

of self-viability and its effect on MSME execution in Indonesia. The peculiarity of these issues is the foundation for composing this examination named: "Determinants of Self-Adequacy After the Coronavirus Pandemic and Its Part in Further developing MSME Execution".

2 Literature Study

Efficacy

Self-efficacy is closer to an individual's belief in his ability to succeed in doing something (Bandura, 2012). Self-efficacy is a person's confidence in his ability to master the situation and produce something profitable (Santrock, 2007). Self-efficacy is the result of the interaction between the external environment, self-adjustment mechanisms and personal abilities, experience and education (Niu, 2010). Self-efficacy is a person's belief in his own abilities (Stipek 2001, in Santrock, 2007). From the four definitions above, it can be concluded that self-efficacy is a belief (belief) about one's ability to organize, do something to achieve a goal, produce something, and implement actions to achieve certain skills. Someone with self-efficacy believes that they are able to do something to change the events around them, while someone with low self-efficacy thinks that they are basically unable to do everything around them.

Comunity Empowerment and Efficacy

Al Mehsin (2017) self-efficacy helps individuals in making decisions effectively. This belief can be sourced from the internal or external side of the individual. Beliefs that come from within are called self-efficacy or self-efficacy. Self-efficacy can be interpreted as self-confidence in one's ability to get things done (Warner & French, 2020). Self-efficacy has a strong influence on individual success in critical thinking (Ahmad & Triantor, 2013; Köseoğlu, 2015; Basith et al., 2020; Warsihna et al., 2021).

Individuals who have high self-efficacy will show skills in training well (Kudo & Mori, 2015). Individuals perceive high self-efficacy as an encouragement to be more consistent in achieving concrete goals, including in terms of academic values. This is summarized in the three dimensions of self-efficacy formulated by Bandura (2012), namely the dimensions of level (level), strength (strength), and generalization (generalization). The level dimension is related to the difficulty of the task that affects the individual's behavior to want to do or not. The strength dimension is a person's level of belief regarding their abilities. Low confidence will get an experience that is not as expected. Finally, the generalization dimension refers to the individual's beliefs about the particular situation at hand. These three dimensions are used in the next step to develop a measuring tool to obtain information about self-efficacy.

Performance

Srinivasarao (2020) suggests a variety of significant indicators and indicator systems to measure the performance of MSMEs that are highly developed and used in many sectors, while others only exist in one or a few specific industries. And there are similarities across all KPIs; These performance indicators are often used to measure sales of products, companies, or business units in a systematic way for the long term and closely link the company's plans with operating units to achieve. Performance monitoring system is an important component of total quality management. Standard types of performance appraisal include process assessment (inputs, outputs) and quality indicators. Sillanpää, (2011) adds that total quality management is a comprehensive strategy consisting of concepts and practices aimed at improving the quality of goods and services in SMEs with persistent and efficient arrangements and achievements; with consumer requirements.

The performance indicators that can be proven are decided by Srinivasarao (2020) which previously represented the essential success factors of SMEs as key performance indicators. It is a means by which the efficiency of each SME, consulting firm and its branches, facilities and workforce is regularly evaluated. Key performance indicators have concentrated mainly on financial metrics, such as revenue growth, earnings, cash flow and return on investment to assess a company's economic results. Chan,,s, Y.C.L. (2004), not all of these indicators are related to the plan and thus may conflict with objectives. Trebuna, P, Lut (2011) and Bang, H., Ross S., ReioJr, T.G. DM (2012). (2012) have also identified a relationship between employee engagement, job satisfaction and company dedication as an indicator of employee performance. More specifically, Chlpekova and Koltnerova (2013) are committed to manager success, and suggest team members or supervisors have a direct impact on measurable metrics of work efficiency.

Tasks and skills are primarily based on achieving the required quality of outcome volume. In measuring organizational performance, a balance of financial and non-financial metrics must be used. Thus, financial and non-financial metrics for the success of SMEs (Aggarwal, R.K et al, 2012). However, non-financial metrics have received increasing attention from SMEs to provide managers with additional detail. There are a number of variables related to performance, namely technology, potential benefits of human resources, productivity, value of goods, advertising, economic growth, business networks, energy, infrastructure, projects, profitability, expenditure and finance, raw materials, development and services, marketing and distribution. In this study, the performance measurement adopted by Srinivasarao (2020) consists of delivery performance, price performance, quality performance, proportion of new products and cycle time of new product development.

Community empowerment

Empowerment is an effort or process to raise awareness, willingness and ability of the community to recognize, overcome, maintain, protect, and improve their own welfare (Mourin et al, 2016: 839-867) which is non-instructive (Gibson et al. ,2017:1468) in order to increase the knowledge and ability of the community to be able to identify problems, plan, and solve them by utilizing local potential and existing facilities, both from cross-sectoral agencies and NGOs and community leaders (Ramos & Almeida H, 2017: 257). People who have achieved collective goals are empowered through their independence, it is even a "must" to be more empowered through their own efforts and the accumulation of knowledge, skills and other resources in order to achieve goals without depending on help from external relations (Mourin et al, 2016: 839-867).

The characteristics of community empowerment (Mardikanto, 2015) are that there are community leaders, community organizations, community funds, community knowledge, and community technology. The objectives of empowerment are 1) Improvement of "Better Institution" Institutions, with improvement of activities/actions carried out, it is expected to improve institutions, including development of business partnership networks 2) Improvement of "Better Business" Business Improvement of education "spirit of learning", improvement of accessibility, activities and institutional improvements, it is hoped that it will improve the business carried out 3) Improved "Better Income" Income, with the improvement of the business carried out, it is hoped that it will be able to improve the income it earns, including family and community income 4) Improvement of the "Better Environment" environment, income improvement is expected to improve the "physical and social" environment because environmental damage is often caused by poverty or limited income. 5) Better Living Life, an improved level of income and environmental conditions, is expected to improve the living conditions of every family and community 6) Better Community improvement, a better life supported by a more physical and social environment well, it is hoped that it will manifest into a better community life as well.

Najati et al (2005:54) explain that the principle of community empowerment is an equality relationship by developing a mechanism for sharing knowledge, experience, and expertise with each other. Each recognizes each other's strengths and weaknesses, so there is a mutual learning process. Garcia and Bonavia (2021) state that empowerment programs that can stimulate community independence are programs that are participatory, planned, implemented, monitored and evaluated by the community. However, to reach this level, it takes time and a mentoring process that involves facilitators who are highly committed to community empowerment. Cheong, Spain, Yammarino & Yun (2016) added that in empowerment there must be the principle of self-reliance, an attitude of respect and prioritizing the ability of the community rather than the help of other parties. This concept does not view the poor as objects who are not capable of "the have not", but as subjects who have little ability "the have little". Nwachukwu (2016) reinforces that with the principle of sustainability, empowerment programs need to be designed to be sustainable, even though at first the role of facilitators is more dominant than the community itself.

Self-Efficacy as a Mediator of Empowerment and Performance

Balau (2017) states that changing certain behaviors or enabling desired performance is an important interdisciplinary issue with practical impacts at economic, social and individual levels. Many models are used to understand and predict consumer behavior and propose that intention alone poorly predicts the performance of a behavior and requires a certain amount of control, ability, or skill. The concept of self-efficacy is very interesting in understanding human performance (or lack thereof) because of the specificity of its context, its importance on actual performance and its flexibility, because individuals can easily improve it. Self-efficacy is described as a mediating variable for performance, often as a moderating factor in overcoming constraints on individual behavior.

Gist and Mitchel (1992) show that self-efficacy involves three important aspects or stages. First, self-efficacy reflects the complex judgments an individual makes regarding his or her capacity to carry out a particular task.

Second, this self-efficacy assessment changes as individuals gain more information and experience through empowerment. Third, this self-assessment has an impact on the motivation of individuals, mobilizing their behavior. As Bandura (2012) points out, self-efficacy involves a complex process of perception and requires adapting an individual's performance to suit specific circumstances. This mechanism explains why individuals with the same skills achieve different task performance (Balau, 2017). Hung and Petrick (2012) observed that dividing respondents according to high and low self-efficacy changed some of the relationships in the proposed model, confirming the fact that people differ in their perceptions of self-efficacy as well as on the variables that affect their performance. Park and John (2014) identify personal characteristics that have an impact on individual learning concentration, implicit self theory. This self theory also defines new avenues for how information is integrated into an individual's perceived self-efficacy. In this case, self-efficacy is tested as a mediating variable that improves performance.

From some of the explanations above, it can be concluded that the research paradigm for this research is as follows:

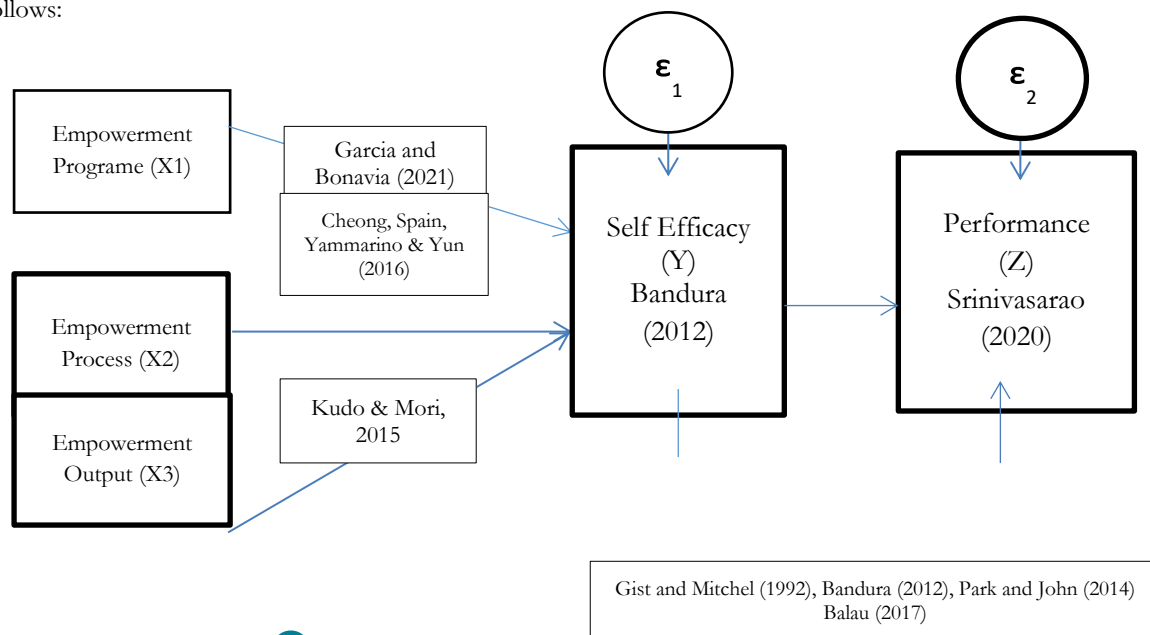


Figure 2. Structural Paths of Influence from Empowering MSMEs

(Source: modified from Bandura, 2012, On the Functional Properties of Perceived Self-Efficacy Revisited)

3 Research Methodology

This study uses the Partial Least Square (PLS) method, this is because the data are not normally distributed even though the number is more than 100 respondents. The purpose of using PLS is to predict a construct that is built from several variables (in addition, this PLS model is a model that is able to explain complex structural models. In anticipating data that is not normally distributed. The research approach uses quantitative explanatory research.

Hypothesis Research :

Ho : $\gamma_i = 0$, Empowerment Program, Empowerment Process and Empowerment Output Significantly Affect MSME Performance Through Self-Efficacy

H1 : $\gamma_i \neq 0$, Empowerment Program, Empowerment Process and Empowerment Output Significantly Affect MSME Performance Through Self-Efficacy

4 Results and Discussion

This research model was analyzed using the Partial Least Square (PLS) method and assisted by SmartPLS 3.0 software. PLS is an alternative method of Structural Equation Modeling (SEM) that can be done to overcome problems in the relationship between variables which is very complex but the data sample size is small (30-100 samples) and has non-parametric assumptions, meaning that the data does not refer to one particular distribution. (Yamin and Kurniawan, 2011). Convergent validity is done by looking at the reliability of the item (validity indicator) which is indicated by the loading factor value. The loading factor is a number that shows the correlation between the score of a question item and the construct indicator score that measures the construct. A loading factor value greater than 0.7 is said to be valid. However, according to Hair et al. (2017) for a preliminary examination a matrix loading

factor of approximately 0.3 is considered to have met the minimum level, and a loading factor of approximately 0.4 is considered better, and a loading factor greater than 0.5 is generally considered significant. In this study, the limit loading factor used is 0.5. After processing the data using SmartPLS 3.0 the results of the loading factor can be displayed as in Table 1.3:

Table 1.3 Loading Factor

Variable	Indicator	Loading Factor
Empowerment Programe	Holism	0.820
	Sustainability	0.862
	Varioucity	0.532
Empowerment Process	Power Over	0.820
	Power To	0.837
	Power With	0.891
	Power Within	0.881
Empowerment Output	Economic Ability	0.877
	Abilty to Access Welfare Benefit	0.677
	Cultural and Political Ability	0.847
Self Efficacy	Generality	0.828
	Magnitude	0.870
	Strenght	0.803
Performance	Quality Performances	0.902
	Price Performances	0.650
	NP Proportion	0.900
	Time Cycles	0.857

source : Data Running by SMART PLS, 2021

From the results of data processing with SmartPLS, it can be seen in Table 1.3, that the majority of indicators in each variable in this study have a loading factor value greater than 0.50 and are said to be valid. Furthermore, the Discriminant Validity test was carried out by looking at the measurement of the cross loading value construct. The cross loading value shows the magnitude of the correlation between each construct and its indicators and other construct block indicators. A measurement model has good discriminant validity if the correlation between constructs and indicators is higher than the correlation with indicators from other construct blocks. After processing the data using SmartPLS 3.0, the results of composite reliability can be seen in Table 1.4:

Table 1.4 Composite Reliability

Variable	Cronbach's Alpha	Composite Reliability	Average Variance Factor (AVE)
Empowerment Programe	0.825	0.876	0.591
Empowerment Process	0.937	0.948	0.697
Empowerment Output	0.780	0.872	0.696
Self Efficacy	0.801	0.865	0.715
Performances	0.789	0.883	0.626

source : Data Running by SMART PLS, 2021

Furthermore, to test the hypothesis using PLS through the Structural Model, it is often also called the inner model. The inner model is used to determine the relationship between latent variables in the research model. In the structural model hypothesis, the significance of: 1) Path coefficient, 2) T-statistics, and 3) R-squared value. The value of Adjusted R² is 0.929, meaning that 92.9% of the MSME Performance variable can be explained by the three predictor variables. The significance value of F is 0.000 (less than 0.05), which means that the predictor variables simultaneously affect the response variable. The significance value of t for the three predictor variables is 0.034 which is smaller than 0.05 so it can be concluded that the predictor variable has a partial effect on the response variable and the direct path coefficient is smaller than the indirect path coefficient through self-efficacy, H1 is rejected that the Empowerment Program, Empowerment Process and Empowerment Output Significantly Affect

MSME Performance Through Self-Efficacy. This study uses MSME performance data and the factors that influence it in 2021. The test results can be seen in Figure 3.

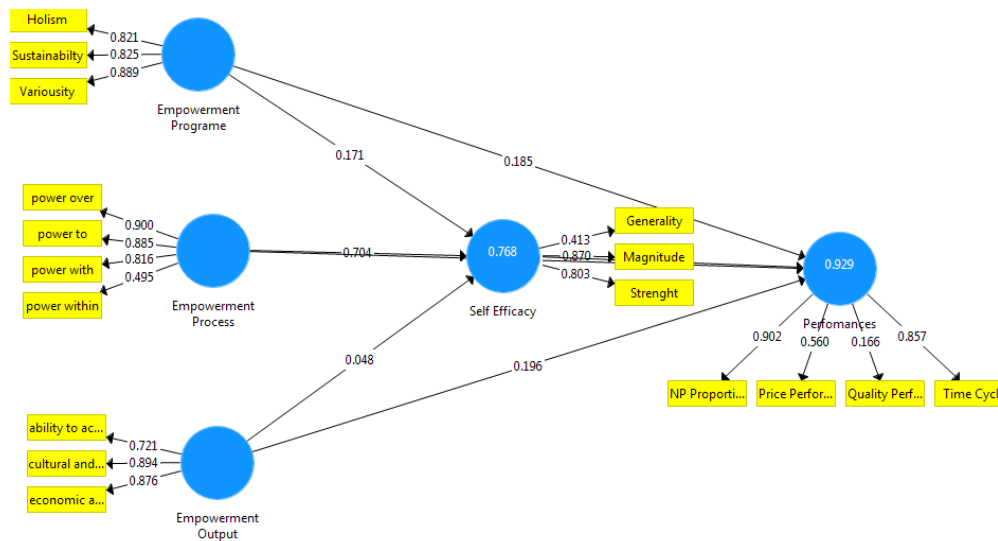


Figure 3. Hypothesis Testing Results Using Partial Least Square

These results support research from Gist and Mitchel (1992), Bandura (2012), Park and John (2014) Balau (2017) which states that self-efficacy involves a complex process of perception and requires adaptation of individual performance to suit certain circumstances. This mechanism explains why individuals with the same skills achieve different task performance (Balau, 2017). These results also support Hung and Petrick (2012) that the high and low individual performance depends on the high and low self-efficacy of the individual, this study is also in line with Park and John (2014) who tested in several experiments whether empowerment can increase self-efficacy, the more Individuals like one type of information in an empowerment program the higher their self-efficacy.

The results of this study also complement the study by Park and John (2014) which identified personal characteristics that have an impact on individual concentration, implicit self theory. This self theory also defines new avenues for how information is integrated into an individual's perceived self-efficacy. In this case, self-efficacy is proven as a mediating variable that improves performance. In addition to the individual's concentration on empowerment, the variety of programs offered, sustainability and empowerment processes are also determinants of self-efficacy in increasing performance. Kudo & Mori's (2015) statement regarding individuals who have high self-efficacy will show skills in training well, which is also supported by the results of this study, self-efficacy increases the influence of empowerment programs, empowerment processes and outputs on MSME performance.

5 Conclusion

After Corona Virus in Indonesia, many individuals were impacted and encountered a troublesome economy, including the MSME area. The Strengthening Project for laid-off casualties impacted by Coronavirus, which the public authority has given an extremely huge spending plan with the objective of accomplishing improvement in the presentation of MSMEs in Indonesia overall and in enormous urban communities specifically, this study demonstrates that the strengthening program did by the public authority will be more successful assuming that the singular strengthening members themselves take part in the strengthening program. For this situation, MSMEs have self-adequacy, the higher MSME self-viability, the higher the exhibition, of the 100 MSME tests taken in the city of Bandung, the greater part consented to this. This is input for partners, particularly the Service of Labor supply and Immigration as the coordinator to add a contribution to the MSME preparing program impacted by Coronavirus, to be specific preparation to increment self-adequacy. Something they are confronting is a decline in customer purchasing interest and the burden of the huge scope of social limitations. The blend of giving self-viability materials is supposed to speed up the MSME strengthening program so it adds strength in accomplishing execution enhancements. Depending on giving actual abilities preparing as well as giving mental or mental abilities preparation.

Reference

1. Aggarwal. R.K., Evans. M.E., Nanda. D. (2012), Nonprofit boards: Size, performance and managerial incentives. *Journal of Accounting and economics*, 53 (1), pp. 466-487.
2. Ahmad, A., & Triantoro, S. (2013). Effects of self-efficacy on students' academic performance. *Journal of Educational, Health and Community Psychology*, 2(1), 19-25. <https://dx.doi.org/10.12928/jehcp.v2i1.3740>.
3. Anderman, E. M., & Patrick, H. (2012). Achievement goal theory, conceptualization of ability/intelligence, and classroom climate. In S. L. Christenson, A. L. Reschly, & C. Wylie, *Handbook of research on student engagement* (pp. 173- 191). New York: Springer.
4. Bandura, A. (2012). On the functional properties of perceived self-efficacy revisited [Editorial]. *Journal of Management*, 38(1), 9–44. <https://doi.org/10.1177/0149206311410606>.
5. Bang. H., Ross S., ReioJr, T.G. (2012), from motivation to organizational commitment of volunteers in non-profit sport organizations:The role of job satisfaction. *Journal of Management Development*, 32(1), pp. 96-112.
6. Chan. Y.C.L. (2004), Performance measurement and adoption of balanced scorecards: a survey of municipal governments in the U.S.A. and Canada. *International Journal of Public Sector Management*, 17 (3), pp. 204–221.
7. Chlpekova. A., Koltnerova. K. (2013), Education of first-line managers aimed at developing competency – the training of production employees in the workplace”. *Efficiency and Responsibility in Education*, Czech University of Life Sciences Prague, pp. 218-225.
8. Ji Kyung Park, Deborah Roedder John. (2014). I Think I Can, I Think I Can: Brand Use, Self-Efficacy, and Performance. *Journal of Marketing Research*. Volume: 51 issue: 2, page(s): 233-247. Sage
9. Köseoğlu, Y. (2015). Self-efficacy and academic achievement-A case from Turkey. *Journal of Education and Practice*, 6, 131-141
10. Kudo, Hiroshi dan Kazou Mori.(2015). A Preliminary Study of Increasing Self-Efficacy in Junior High School Students: Induced Success and a Vicarious Experience.Psychological Report.Sage. Volume: 117 issue: 2, page(s): 631-642.
11. Lut. D.M (2012), Connection between Job Motivation, Job Satisfaction and Work Performance in Romanian Trade Enterprises. *Economics and Applied Informatics*, 18 (3), pp. 45- 50.
12. Marin-Garcia, J.A.; Bonavia, T. (2021) Empowerment and Employee Well-Being: A Mediation Analysis Study. *Int. J. Environ. Res. Public Health* 2021.
13. Mardikanto, Totok dan Poerwoko Soebiato. 2015. *Pemberdayaan Masyarakat*, Bandung: Alfabeta.
14. Monecke, A., & Leisch, F. (2012). semPLS: Structural Equation Modeling Using Partial Least Squares. *Journal of Statistical Software*, 48(3), 1-32.
15. Neely. A., Adams. C., Kennerley (2002), *The performance prism: the scorecard for measuring and managing business success*, London, Pretince Hall
16. Rosinger, K. O., Sarita Ford, K., & Choi, J. (2020). The Role of Selective College Admissions Criteria in Interrupting or Reproducing Racial and Economic Inequities. *Journal of Higher Education*, 00(00), 1–25. <https://doi.org/10.1080/00221546.2020.1795504>.
17. Seraphin, H. (2021). COVID-19: an opportunity to review existing grounded theories in event studies. *Journal of Convention and Event Tourism*, 22(1), 3–35. <https://doi.org/10.1080/15470148.2020.1776657>
18. Srinivasarao, et. al. “Small and Medium Sized Enterprises Key Performance Indicators.” *IOSR Journal of Economics and Finance (IOSR-JEF)*, 11(4), 2020, pp. 01-06.
19. Trebuna. P (2011), *Human resource management in industrial engineering*, The Technical University of Kosice, Kosice.
20. Warsihna, J., Ramdani, Z., & Tae, L. F. (2021). The measurement of science teaching efficacy belief instrument (STEBI): Sustaining teacher's quality. *Psychology and Education*, 58(3), 2972–2979. <https://doi.org/10.17762/pae.v58i3.4380>.

● **11% Overall Similarity**

Top sources found in the following databases:

- 11% Publications database
- Crossref database
- Crossref Posted Content database
- 0% Submitted Works database

TOP SOURCES

The sources with the highest number of matches within the submission. Overlapping sources will not be displayed.

1	Bob Foster, Muhamad Deni Johansyah. "The Impact of University Uniq...	4%
	Crossref	
2	Sri Pujiningsih. "The Village Development in Village Autonomy Context ...	2%
	Crossref	
3	Haedar, Saharuddin, J Jasman, S Waas, M Lampe. "Community empo...	1%
	Crossref	
4	Nurlaila Nurlaila. "Human Resource Development in Managing the Crea...	<1%
	Crossref	
5	Yefrinal Andra, Verinita Arsyah, Eri Besra. "EFFECT OF E-SERVICE QUALI...	<1%
	Crossref	
6	Hantono Yang, Thomas Sumarsan Goh, Partogian Sormin. "Computer ...	<1%
	Crossref	
7	EmilyKate McDonough, Kayle S Sawyer, Jessica Wilks, Berri Jacque. "S...	<1%
	Crossref posted content	
8	Viendy Nurul Kusumawan, Eko Marpanaji. "Analysis factors acceptanc...	<1%
	Crossref	
9	Cut Yuni Nurul Hajjina, Heri Retnawati. "Confirmatory Factor Analysis t...	<1%
	Crossref	

-
- 10 Meiryani Meiryani, Mutiara Ericka Alya Abiyah, Ang Swat Lin Lindawat... <1%
Crossref
-
- 11 Mellyza Silvy, Betty Widyaningrum, Linda Purnama Sari. "The Effect of ... <1%
Crossref
-
- 12 Bandura, A.. "On the Functional Properties of Perceived Self-Efficacy R... <1%
Crossref