Employee Performance: Are Influencing of Self Efficacy, Locus of Control, Goal Orientation, and Compensation?

Nafiqotun Arifah [1*], Novi Darmayanti [2], Isnaini Anniswati Rosyida [3], Have Zulkarnaen [4], Sutri Handayani [5], Radian Sri Rama [6]

[1,2,3,4,5,6] Jurusan Akuntansi, Fakultas Ekonomi , Universitas Islam Darul 'Ulum

Abstract

Performance is the main basis in the activities of achieving company goals. The purpose of this study was to analyze and determine the effect of Self Efficacy, Locus of Control, Goal Orientation, and Compensation partiay or simultaneousy on Employee Performance in the Idea Business Partners Sharia Cooperative in East Java. This study uses quantitative research methods, the sample used is the entire popuation, namely 93 employees. Data analysis used uses the outer mode, inner mode and hypothesis testing using Smart-PS. The resuts of the hypothesis test of the Sef Efficacy variabe partiay have a positive and significant effect on the Kopsyah-MUI empoyee performance variabe, the Locus of Control variable partialy has a positive and significant effect on the Kopsyah-MUI employee performance variabe, the Goal Orientation variabe partialy has a positive and significant effect on the Kopsyah-MUI employee performance variable, the Compensation variable partialy has a positive and significant effect on the Kopsyah-MUI Employee Performance variable. While X1 (Self Efficacy), X2 (Locus of Control), X3 (Goal Orientation), X4 (Compensation) simultaneousy affect Y (Employee Performance).

Keywords: Self Efficacy, Locus of Control, Goal Orientation, Compensation, Employee Performance.

Introduction Section

Performance is the main basis for achieving company goals, if the employee's performance is good, the organization can also carry out operational activities well, but if the employee's performance is poor, the sustainability of the organization's operational activities will also be threatened with less effectiveness and efficiency.The success and ability of the organization can be influenced by how big the HR function is at work.

The factors that influence the achievement of employee performance are employee internal factors and employee external factors. If these factors can be controlled properly, it will improve the quality of employee performance results, and vice versa, if these factors cannot be controlled properly, employee performance will also be poor. So the good or bad performance of employees besides depending on the individual also depends on the company's ability to control these factors which will have an impact on the sustainability of the company.

(Syafitri, 2018) stated that self-efficacy is an individual's belief in his own ability to produce the expected level of performance, where the results obtained will become experiences that will affect one's life.

(Pulungan & Rivai, 2021) stated that locus of control is a personality trait in interpreting success and failure experienced as coming from internal factors or external factors so that one can exercise control over the desired life.

According to (Darmayanti et al., 2022) goal orientation is a concept that aims more broadly to be pursued by an individual for aspects of personality which proposes that individuals have a goal-oriented choice in terms of carrying out achievement situations.

(Ma'rufah et al., 2022) states compensation as all forms of income, both directly and indirectly, given to employees in return for the services they provide to the company. Compensation is an important element for employees because the amount obtained represents the value of their performance. Compensation can be a determinant of motivation for employees because compensation can increase their performance or actually reduce their performance.

Cooperative is an economic organization that a group of people own and run with common interests. The role of cooperatives is very important for the growth and development of people's economic capacity and for the realization of a

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[*] Corresponding author: novidarmayanti@unisda.ac.id

democratic life characterized by democracy, unity and kinship, as well as openness. (Jatmika & Sriadi, 2022), cooperatives place more emphasis on service to their members, both members of savers, members of capital providers, and members of borrowers.

Mitra Usaha Syariah Cooperative is a non-governmental organization engaged in the field of financial savings and loans in order to grow and develop the economies of its members. In addition, the relatively young age of the branch office and the different working ages of the employees make the head of SDI require and support research on employee performance and behavior in order to evaluate the service or operational sector.

It can be studied that the individual character internally and externally will have an impact on employee performance and the sustainability of the operational activities of the Kopsyah MUI JATIM savings and loan unit. So, this research is expected to be a consideration for Kopsyah MUI JATIM to pay attention to and improve the quality of the performance of its employees.

Study of Literature

Previous Research

The results of research that support the effect of self-efficacy, locus of control, goal management, and compensation on employee performance is research from (Ary & Sriathi, 2019) which states that self-efficacy and locus of control have a positive and significant impact on employee performance, whereas in research (Aryoko et al., 2022) and (Takndare & Yulita, 2019) state that self-efficacy and locus of control have no effect on employee performance. Then in research (Zhou, 2021) stated that goal olrieltatiooln has a significant impact on employee performance, while in research (Fajar et al., 2021) stated goal olrieltatiool had no effect on employee performance. Then in research (Prasetyo et al., 2021) and (Riyadi, 2019) stated that compensation has a positive and significant effect on employee performance, while research (Idris et al., 2020) and (Rinny et al., 2020) stated that complementarity does not affect employee performance. Therefore, the urgency of conducting this research is so that the differences in results that exist in previous studies can be explained further. In addition, currently there is still little research that measures the effect of self-efficacy, locus of control, goal orientation, and compensation on employee performance in the field of cooperatives. From the results of previous studies, the following hypotheses can be developed:

H1: Self efficacy affects employee performance.
H2: Locus of Control affects employee performance
H3: Goal Orientation affects employee performance
H4: Compensation has an effect on employee performance
H5: Self Efficacy, Locus of Control, Goal Orientation, and Compensation affect employee performance

Method

Types of research

This study uses quantitative research methods. This research is also called causal research, with the aim of knowing the relationship between the independent variables and the dependent variable and is prepared with a mature theory (Ary & Sriathi, 2019), which functions to find out, test, and control phenomena about the title being researched.

Place and time of research

This research was conducted at the head office of the Mitra Usaha Ideal Sharia Cooperative, East Java, which is located at Jl. Raya Pahlawan, Asempapak, Ngawen, Kec. Sidayu, Gresik Regency, East Java 61153 and 15 branch offices of the Mitra Usaha Ideal Sharia Cooperative spread across several cities in East Java province, namely 1 branch office in the Surabaya area, 3 branch offices in the Lamongan area, and the remaining 11 branch offices and 1 head office in Gresik area. The time of this research starts in June-July 2023.

Research Subjects and Objects

Of the total employees of the 3 field units are 130 employees. The object of this research focuses on employees of the operational section of the Islamic financing savings and loan unit (SPPS) with a total of 93 employees. using saturated sampling technique because the population is not too large.

Data collection technique

In this study, the data sources used were primary data and secondary data. Primary data is original data obtained by researchers directly by going directly to the field, primary data in this study was obtained from the method of distributing questionnaires to employees of the operational division at the Sharia Cooperative Mitra Usaha Ideal East Java. while the secondary data in this study comes from journal data, books, and internal employee data as well as company data for the East Java Ideal Business Partners Sharia Cooperative.

Variable Operational Definitions

Table 1. Variable Operational Definitions

No	Variable	Variable Operational Definitions	Indicator	Source
1.	Self Efficacy (X1)	Self-efficacy is a belief or belief that comes from within oneself in doing anything and completing any work in order to achieve the goals set by the organization.	1. Experience 2. Belief 3. Physical State	(Pulungan & Rivai, 2021)
2.	Locus of Control (X2)	Locus of Control is the ability of a person or individual to control himself over an interest or ability he has.	1. Internal Locus of control (self-control) 2. External Locus of control (fate) 3. Psychological Atmosphere	(Pulungan & Rivai, 2021)
3.	Goal Orientation (X3)	Conceptually Goal Orientation is an individual's attitude regarding the goal of achieving a desire which is expressed in the form of a response to conditions related to successful performance achievement.	1. Learning goal orientation 2. Prove performance goal orientation 3. Avoid performance goal orientation	(Fajar et al., 2021)
4.	Compensation 1 (X4)	Compensation is remuneration provided by the organization/company to employees, which can be in the form of financial or non-financial.	1. Direct Financial Compensation 2. Indirect Financial Compensation 3. Non-Financial Compensation	(Prasetyo et al., 2021)
5.	Employee Performance (Y)	Employee performance is the result from the work or business of an employee, both in terms of the quality of work produced and the quantity of work produced by an employee in achieving the goals set by the organization.	1. Quality 2. Quantity 3. Punctuality 4. Independence	(Pulungan & Rivai, 2021)

Source: processed secondary data (2023)

Data Analysis Technique
Outer Model Analysis

Outer model analysis is carried out to ensure that the measurement used is feasible to be used as a measurement (valid and reliable). In this model analysis, it specifies the relationship between latent variables and their indicators. Outer model analysis can be seen from several indicators:

- Convergent Validity

Convergent Validity is an indicator that is assessed based on the correlation between the item score/component score and the construct score, which can be seen from the standardized loading factor which describes the magnitude of the correlation between each measurement item (indicator) and the construct. Individual reflexive measures are said to be high if they correlate > 0.70 with the construct you want to measure, outer loading values between 0.5-0.6 are considered sufficient (Hindarjo & Utami, 2019).

- Construct Reliability and Validity

1. Composite Reliability
The rule of thumb for assessing construct reliability is that the Composite Reliability value must be greater than 0.70 (Ghozali & Latan, 2018).

2. Cronbach's Alpha
A construct or variable is said to be reliable if it gives a Conbarch Alpha value > 0.60 (Ghozali & Latan, 2018).
- Discriminant Validity

Discriminant Validity is a measurement model with reflexive indicators assessed based on crossloading measurements with constructs. If the correlation between the construct and the measurement items is greater than the size of the other constructs, it means that the size of the block is better than the other blocks. Meanwhile, according to another model to assess discriminant validity, namely by comparing the squareroot of average variance extracted (AVE) value (Fadillah, 2022).

Inner Model Analysis
- Coefficient of Determination (R-square)

The coefficient of determination (R-square) is a way to assess how much an endogenous construct can be explained by an exogenous construct. The coefficient of determination (R-square) is expected to be between 0 and 1. R-square values of 0.75, 0.50, and 0.25 5 indicate that the model is strong, moderate, and weak (Furadantin, 2018).
- Cross-validated Redundancy (Q-square)

Q-square is used to measure how well the observed value is generated by the model and parameter estimation. A Q-square value greater than 0 (zero) indicates that the model has a predictive relevance value, whereas a Q-square value is less than 0 (zero), indicating that the model lacks predictive relevance (Furadantin, 2018).

Hypothesis Testing (Resampling Bootstrapping)
The bootstrapping procedure produces t-statistical values for each path of the relationship used to test the hypothesis. The t-statistic value will be compared with the t-table value. Research using a 95% confidence level so that the level of precision or inaccuracy limit (α) = 5% = 0.05, the t-table value is 1.96. If the t-statistic value is smaller than the t-table value (t-statistic <1.96), then Ho is accepted and Ha is rejected. If the value of the t-statistic is greater or equal to the t-table (t-statistic > 1.96), then Ho is rejected and Ha is accepted (Furadantin, 2018).

Results

An indicator is said to have good validity, if the outer loading value is above 0.70 (Ghozali & Latan, 2018). The average variance inflation factor (AVE) value must be greater than 0.5 (Ghozali & Latan, 2018). The outer loading values of all variables have met the recommended value requirements, which are more than 0.70. The smallest value from the table is 0.711 from the Compensation variable (X4), so that all indicators in this study are valid or have met Covergent Validity.
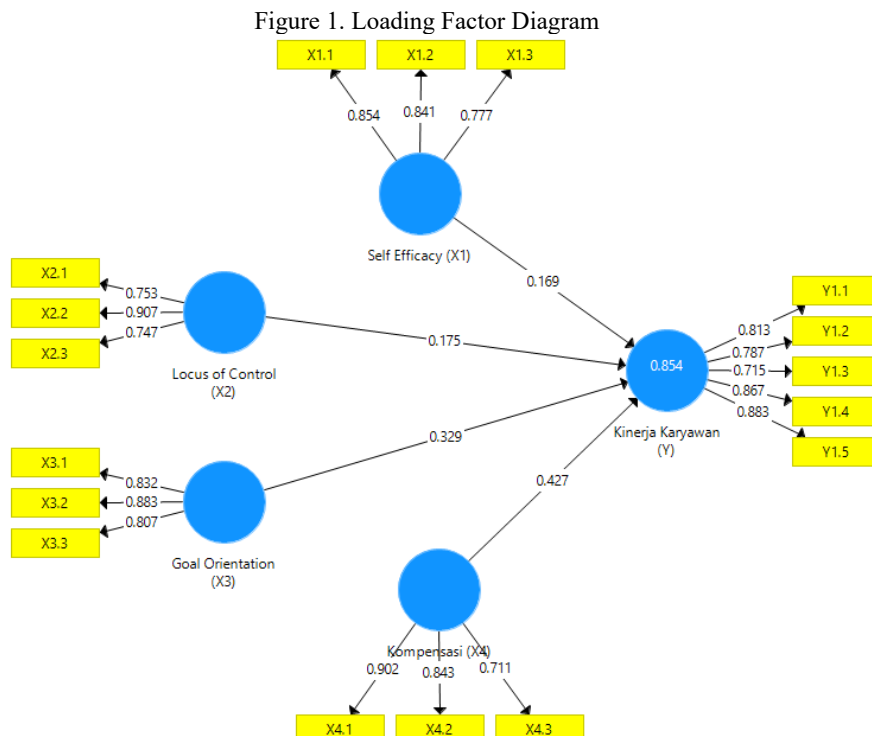
Figure 1. Loading Factor Diagram

Table 2. Outer Loding

	Self Efficacy (X1)	Locus of Control (X2)	Goal Orientation (X3)	Compensation (X4)	Employee Performance (Y)
X1.1	0.854				
X1.2	0.841				
X1.3	0.777				
X2.1		0.753			
X2.2		0.907			
X2.3		0.747			
X3.1			0.832		
X3.2			0.883		
X3.3			0.807		
X4.1				0.902	
X4.2				0.843	
X4.3				0.711	
Y1.1					0.813
Y1.2					0.787
Y1.3					0.715
Y1.4					0.867
Y1.5					0.883

Source: SmartPLS 3.0 Result Data (2023)

An indicator is declared valid if it has the highest cross loading to the intended construct compared to cross loading to other constructs (Ghozali & Latan, 2018). From the table 3 the variable values with green blocks show that the cross loading of variables X1, X2, X3, X4 and Y, the cross loading values of these variables exceed the values of other indicators for other constructs. Thus, the variables X1 (Self Efficacy), X2 (Locus of Control), X3 (Goal Orientation), X4 (Compensation), and Y (Employee Performance) are declared valid.

Tabel 3. Cross Loading

	Self Efficacy (X1)	Locus of Control (X2)	Goal Orientation (X3)	Compensation (X4)	Employee Performance (Y)
X1.1	0.854	0.602	0.632	0.652	0.655
X1.2	0.841	0.428	0.634	0.451	0.608
X1.3	0.777	0.416	0.445	0.395	0.503
X2.1	0.664	0.753	0.515	0.494	0.605
X2.2	0.442	0.907	0.347	0.614	0.615
X2.3	0.319	0.747	0.254	0.589	0.535
X3.1	0.636	0.495	0.832	0.497	0.69
X3.2	0.628	0.41	0.883	0.353	0.634
X3.3	0.492	0.245	0.807	0.415	0.539
X4.1	0.557	0.641	0.374	0.902	0.615
X4.2	0.461	0.572	0.337	0.843	0.672
X4.3	0.519	0.51	0.541	0.711	0.635
Y1.1	0.729	0.591	0.542	0.76	0.813
Y1.2	0.598	0.479	0.676	0.567	0.787
Y1.3	0.481	0.591	0.476	0.643	0.715

Y1.4	0.699	0.719	0.714	0.686	0.867
Y1.5	0.61	0.579	0.614	0.681	0.883

Source: SmartPLS 3.0 Result Data (2023)

A variable is said to be reliable if the Composite Reliability value must be greater than 0.70 (Ghozali & Latan, 2018). value 0.846. A construct or variable is said to be reliable if it gives a Conbarch Alpha value > 0.60. In Table 4 it can be concluded that all variables are declared reliable because it is greater than 0.60 and the smallest Conbarch Alpha value is on the Locus of Control variable (X2) 0.724.

Table 4. Composite Realiability and Cronbach's Alpha

	Cronbach's Alpha	Composite Reliability
Self Efficacy (X1)	0.768	0.864
Locus of Control (X2)	0.724	0.846
Goal Orientation (X3)	0.794	0.879
Compensation (X4)	0.755	0.862
Employee Performance (Y)	0.872	0.908

Source: SmartPLS 3.0 Result Data (2023)

R-Square is a test used to show how far the influence of the relationship between variable X and variable Y is (Ghozali & Latan, 2018). Table 5 below will show the R-Square value in the construct:

Table 5. R-Square

	R Square	R Square Adjusted
Employee Performance (Y)	0.854	0.847

Source: SmartPLS 3.0 Result Data (2023)

According to (Ghozali & Latan, 2018) if the R-Square value is 0.75 it can be said to be strong, a value of 0.5 is said to be moderate and a value of 0.25 is said to be weak. Based on Table 5, it can be concluded that the R-Square value simultaneously influences the variables X1 (Self Efficacy), X2 (Locus of Control), X3 (Goal Orientation), X4 (Compensation), and Y (Employee Performance) is equal to 0.854 with an Adjusted R-Square value of 0.847. So, it can be explained that all exogenous constructs of the variables X1 (Self Efficacy), X2 (Locus of Control), X3 (Goal Orientation), X4 (Compensation), simultaneously affect the variable Y (Employee Performance) by 0.854 or 85.4%. Therefore the R-Square value of 0.854 is said to be strong.

Q-square is used to measure how well the observed value is generated by the model and parameter estimation. A Q-square value greater than 0 (zero) indicates that the model has a predictive relevance value, whereas a Q-square value is less than 0 (zero), indicating that the model lacks predictive relevance (Furadantin, 2018). From the results of the calculations in table 6 the Q2 value is 0.553. Because the Q2 value is more than zero, the model meets predictive relevance where the model has been reconstructed properly.

Table 6. Q-square

	SSO	SSE	Q^2 (=1-SSE/SSO)
Self Efficacy (X1)	279	279	
Locus of Control (X2)	279	279	
Goal Orientation (X3)	279	279	
Compensation (X4)	279	279	
Employee Performance (Y)	465	207.876	0.553

Source: SmartPLS 3.0 Result Data (2023)

To test the hypothesis using statistical values, for alpha 5%, with a t-table value of 1.986, so that the criteria for accepting or rejecting the hypothesis are H1 accepted and H0 rejected if t-table> 1.986. To reject or accept the hypothesis using probability, Ha is accepted if the p value <0.05.

Table 7. Path Coefisien

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values	Sig/Tidak Sig

Self Efficacy (X1) -> Employee Performance (Y)	0.169	0.176	0.07	2.404	0.017	Sig
Locus of Control (X2) -> Employee Performance (Y)	0.175	0.178	0.067	2.63	0.009	Sig
Goal Orientation (X3) -> Employee Performance (Y)	0.329	0.334	0.061	5.424	0.000	Sig
Compensation (X4) -> Employee Performance (Y)	0.427	0.415	0.073	5.882	0.000	Sig

Source: SmartPLS 3.0 Result Data (2023)

Discussion

Self Efficacy partially has a positive and significant effect on Kopsyah-MUI Employee Performance.
The results of the analysis in table 4.15 show that the Original Sample value (Coefficient) is 0.169 > 0.000 with T-statistics > T-table (2.404 > 1.986) and P-value 0.017 <0.05 then H0 is rejected and H1 is accepted, meaning that the Self Efficacy variable is partially has a positive and significant effect on the performance variable of Kopsyah-MUI employees.
Locus of Control partially has a positive and significant effect on the performance of Kopsyah-MUI employees.
The results of the analysis in table 4.15 show that the Original Sample value (Coefficient) is 0.175 > 0.000 with T-statistics > T-table (2.630 > 1.986) and P-value 0.009 <0.05 then H0 is rejected and H1 is accepted, meaning that the Locus of Control variable is significantly partial has a positive and significant effect on the performance variable of Kopsyah-MUI employees.
Goal Orientation partially has a positive and significant effect on the performance of Kopsyah-MUI employees.
The results of the analysis in table 4.15 show that the Original Sample value (Coefficient) is 0.329 > 0.000 with T-statistics > T-table (5.424 > 1.986) and P-value 0.000 <0.05 then H0 is rejected and H1 is accepted, meaning that the Goal Orientation variable is partially has a positive and significant effect on the performance variable of Kopsyah-MUI employees.
Partial compensation has a positive and significant effect on the performance of Kopsyah-MUI employees.
The results of the analysis in table 4.15 show that the Original Sample value (Coefficient) is 0.427 <0.000 with T-statistics > T-table (5.882 > 1.986) and P-value 0.000 <0.05 then H0 is rejected and H1 is accepted, meaning that the Compensation variable partially influences positive and significant to the Kopsyah-MUI employee performance variable.
Self Efficacy, Locus of Control, Goal Orientation, and Compensation simultaneously affect Employee Performance
Based on table 4.15 it can be concluded that the R-Square value simultaneously influences the variables X1 (Self Efficacy), X2 (Locus of Control), X3 (Goal Orientation), X4 (Compensation), to Y (Employee Performance) is 0.854 which means having a strong relationship.

Conclusion

It can be concluded that the results of the hypothesis testing of each variable Self Efficacy, Locus of Control, Goal Orientation, Compensation have a partial effect on the KOPSYAH MUI Employee Performance variable. In addition, based on the R-Square value, the variables Self Efficacy, Locus of Control, Goal Orientation, Compensation simultaneously influence the KOPSYAH MUI Employee Performance variable.

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