THE EFFECT OF SELF EFFICACY, COMMUNICATION, AND FINANCIAL COMPENSATION ON EMPLOYEE PERFORMANCE

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Abstract: Self-efficacy is defined as a human belief in its ability to adapt to every condition and situation it faces. Communication is a person's way of expressing the desired opinion according to income, the point is that good communication can create job satisfaction. Financial Compensation is compensation for services provided by employees to organizations that can be in the form of money or goods to increase the morale of employee performance. Employee performance is the key to the success of an organization that can be achieved because of the results of employee performance. The purpose of this study was to examine the effect of self-efficacy, communication, and financial compensation on employee performance. The population in this study was 50 employees who worked in the Tourism Office of Gunungkidul Regency. By using a saturated sampling technique, the sample used is all employees (50 respondents). The sampling technique in this study used saturated sampling. The data analysis method used is Linear Regression. The results of this study indicate that: Self-efficacy and communication have a positive and significant effect on employee performance as evidenced by the output where $t_{count} > t_{table}$. While financial compensation is not significant to employee performance, this is evidenced by the output where the t_{count} value is greater than the t_{table}.

Keywords: Communication; Employee Performance; Financial Compensation; Self Efficacy

INTRODUCTION

The Regional Tourism Office of Gunungkidul Regency was ratified in 2016 with Regent Policy No.69 of 2016 concerning the organizational structure, position, work procedures, and duties of the Regional Office. The duties and functions of the Tourism Office, namely taking care of regional government affairs and assisting in the tourism sector. The formation of the Regional Tourism Office of Gunungkidul Regency is expected to increase the professional tourism sector in its management, become a tourist destination, culture and make people competent, independent, advanced, and prosperous, especially in Gunungkidul Regency.

Based on my research at the Regional Tourism Office of Gunungkidul Regency, there are several problems that I have found, the first problem is time discipline, the work results of employees do not match the predetermined time. The second problem is a problem of expertise, lack of employee expertise in work, for example, some employees are not yet skilled at operating work facilities based on AIT technology (the core root of technology). This will have a negative impact because it can reduce the quality and quantity of work.

Employees in the organization are the key to the success of an organization. employees play an important role in an organization. Success or failure in an organization within carrying out tasks is closely related to employee performance, achievement performance in the organization is a factor that must be considered to realize the company in achieving the goals that have been set. according to Mangkunegara (2016) who argues that employee performance is the result of a person's work in quality and quantity that has been achieved by employees in carrying out their duties according to their assigned responsibilities. The results of the performance are

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proven by the performance of each employee. Robbins (2016) defines performance as a result achieved by employees in their work according to certain criteria that apply to a job. With the influence of employee performance factors, the organization should pay attention to the influence of these factors to work optimally. If the factors that affect a person's performance can be managed properly, these factors can be resolved efficiently and effectively.

Self-efficacy is defined as a human belief in its ability to adapt to every condition and situation it faces. According to Lunenburg (2011), self-efficacy is a person's belief in overcoming problems that occur in certain situations and being able to determine actions and be able to overcome them, so that the individual can achieve the expected goals. Previous research conducted by Stefani Sebayang and Dr. Jafar Sembiring stated that self-efficacy is an individual belief when they carry out a performance well. Another factor that affects performance is Communication.

Communication is a person's way of expressing an opinion as desired according to his income (Effendy, 2013). According to Mangkunegara (2012), states "Achievement is the result of work in quality and quantity obtained by employees following the responsibilities given to him". One of the things that all of this can be achieved is through "communication" channels. In essence, good communication can create job satisfaction that will optimize employee performance so that they can achieve company goals.

Apart from self-efficacy and communication, other things affect employee performance, namely Financial Compensation. According to Ardana et al. (2012), Financial Compensation is an important thing in repaying employees for their contribution in carrying out company tasks, the form of reward can be in the form of money or goods to increase the spirit of employee performance in completing their duties. have also observed that employee performance is greatly influenced by the company's financial compensation.

According to the description above, it is concluded that the researcher is interested in discussing the effect of self-efficacy, communication, and financial compensation that occurs in employees and how it affects performance.

METHODS

Quantitative research is the nature of the research used in this study. Sugiyono (2015) explains that quantitative data is data in the form of numbers. So quantitative data is data that is analyzed by statistical techniques. The object of this research is the employees of the Gunungkidul Regency Tourism Office, DIY. The study population was 50 employees. The sampling method used was the saturated sampling technique. By using this technique, a sample of 50 (all employees) was obtained. The research data is obtained from individuals or individuals, by filling out a questionnaire. To find out the results of this study using a reliability test, validity test, regression test, and classical assumption test.

RESULTS AND DISCUSSION

Table 1. Research Respondents

	Gender	Frequency	Percent
Valid	Men	17	34
	Woman	33	66
	Total	**50**	**100%**

Source: Processed data (2021)

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According to table 1 above, it can show that male respondents (34%) are less than female respondents (66%).

Table 2. Respondents according to Gender

	Gender	Frequency	Percent
Valid	Men	17	34
	Woman	33	66
	Total	**50**	**100%**

Source: Processed data (2021)

According to these data, it can be seen that male respondents (34%) and smaller than female respondents (66%).

Table 3. Respondents by Education

	Education	Frequency	Percent
Valid	High school	0	0
	D III	10	20
	S1	36	72
	S2	4	8
	Total	**50**	**100%**

Source: Processed data (2021)

Under table 3 above, it is concluded that the respondents in this study are: Senior High School (0%), D II (20%), S1 (72%), and S2 (8%).

Table 4. Respondents according to Age

	Age	Frequency	Percent
Valid	20 years - 35 years	13	26
	36 years - 45 years	15	30
	46 years - 60 years	22	44
	Total	**50**	**100%**

Source: Processed data (2021)

Following table 4 above, it can be concluded that respondents aged 20 years - 35 years (26%), 36 years - 45 years (30%), 46 years - 60 years (44%).

Table 5. Respondents Based on Working Period

	Years of service	Frequency	Percent
Valid	1 year - 5 year	3	6
	6 years - 10 years	25	50
	10 years	22	44
	Total	**50**	**100%**

Source: Processed data (2021)

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According to table 5, it can be seen that respondents based on the work period of 1 year - 5 years (6%), work period 6 years - 10 years (50%), working period> 10 (44%).

Table 6. Validity of Self Efficacy

Item	R$_{Count}$	R$_{Table}$	Description
EFI1	0.517	0.2353	Valid
EFI2	0.591	0.2353	Valid
EFI3	0.630	0.2353	Valid
EFI4	0.534	0.2353	Valid
EFI5	0.700	0.2353	Valid
EFI6	0.641	0.2353	Valid
EFI7	0.552	0.2353	Valid
EFI8	0.641	0.2353	Valid
EFI9	0.587	0.2353	Valid
EFI10	0.424	0.2353	Valid

Source: Processed data (2021)

Following table 6 above regarding the statement of the Self Efficacy variable, which amounts to 10 statements, according to the results of the validity test all items are declared valid with the calculated r-value moving from 0.424 - 0.700, compared to the value of Table r Product Moment df (α, n-2) 0.05; 46, so the value of the Product Moment Table r is 0.2403.

Table 7. Communication Validity

Item	R$_{Count}$	R$_{Table}$	Description
KOM1	0.739	0.2353	Valid
KOM2	0.620	0.2353	Valid
KOM3	0.749	0.2353	Valid
KOM4	0.722	0.2353	Valid
KOM5	0.760	0.2353	Valid
KOM6	0.701	0.2353	Valid
KOM7	0.399	0.2353	Valid
KOM8	0.478	0.2353	Valid
KOM9	0.428	0.2353	Valid

Source: Processed data (2021)

Following table 7 above regarding the statement of the Communication variable from 9 statement items, according to the results of the validity test all items are declared valid with the calculated r-value moving from 0.399 - 0.760, compared with the value of Table r Product Moment df (α, n-2) 0.05; 46, so the value of the Product Moment Table r is 0.2403.

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Table 8. Validity of Financial Compensation

Item	R_{Count}	R_{Table}	Description
KOP1	0.554	0.2353	Valid
KOP2	0.574	0.2353	Valid
KOP3	0.599	0.2353	Valid
KOP4	0.801	0.2353	Valid
KOP5	0.716	0.2353	Valid
KOP6	0.692	0.2353	Valid
KOP7	0.515	0.2353	Valid
KOP8	0.679	0.2353	Valid
KOP9	0.659	0.2353	Valid

Source: Processed data (2021)

Following table 8 above regarding the compensation variable statement from 9 statement items, according to the validity test results, all items are declared valid with the calculated r-value moving from 0.515 - 0.801, compared with the value of Table r Product Moment df (α, n-2) 0.05; 46, so the value of the Product Moment Table r is 0.2403.

Table 9. Employee Performance Validity

Item	R_{Count}	R_{Table}	Description
KIN1	0.659	0.2353	Valid
KIN2	0.281	0.2353	Valid
KIN3	0.562	0.2353	Valid
KIN4	0.377	0.2353	Valid
KIN5	0.650	0.2353	Valid
KIN6	0.541	0.2353	Valid
KIN7	0.702	0.2353	Valid
KIN8	0.648	0.2353	Valid

Source: Processed data (2021)

Following table 9 above regarding the Employee Performance variable statement from 8 statement items, according to the results of the validity test all items are declared valid with the calculated r-value moving from 0.281 - 0.702, which is compared with the value of Table r Product Moment df (α, n-2) 0.05; 46, so the value of the Product Moment Table r is 0.2403.

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Table 10. Reliability

Variable	Cronbach's Alpha Based on Standard Items	Score Critical	Description
X1	0.776	0.6	Reliable
X2	0.813	0.6	Reliable
X3	0.825	0.6	Reliable
Y	0.778	0.6	Reliable

Source: Processed data (2021)

The results from table 10 above show that all research variables show that Cronbach's alpha is greater than 0.6 and the 4 variables, namely Self Efficacy, Communication, Financial Compensation, and Employee Performance are reliable.

Table 11. Normality

Kolmogorov-Smirnova Asymp. Sig. (2-tailed)	Information
.200	Normally Distributed Data

Source: Processed data (2021)

Table 11 above shows that the Asymp value. Sig. (2-tailed) of 0.200 obtained from the regression model is greater than α 0.05, it is concluded that the distribution is normal.

Table 12. Multicollinearity

Coefficients		
Model	Tolerance	VIP
SUMEFI	.902	1,109
SUMKOM	.897	1,114
SUMKOP	.873	1,145

Source: Processed data (2021)

Following table 12 above, it can be seen that the VIF value of the independent variable has a VIF value <10 and a Tolerance value> 0.1. So it can be concluded that the regression model above does not occur multicollinearity, which means that the regression model can be used.

Table 13. Heteroscedasistas

Coefficients	
Model	Sig.
SUMEFI	.767
SUMKOM	.658
SUMKOP	.766

Source: Processed data (2021)

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Following the 13 above, it is found that all values of the independent variables have a probability value> of the significant level of 0.05, so it is concluded that in the regression there are no symptoms of heteroscedasticity.

Table 14. Multiple Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
1 (Constant)	15,217	5,786		2,630	.012
Self Efficacy (EFI) _X1	.271	.097	.346	2,801	.007
Communication (KOM) _X2	.304	.119	.316	2,554	.014
Financial Compensation (KOP) _X3	.137	.095	.181	1,440	.157

Source: Processed data (2021)

Following table 14 above, the regression equation is obtained, namely:

$$Y = 8.166 + 0.236X1 + 0.132X2 + 0.311X3 + e$$

The above equation shows the influence of the independent variables, namely Self Efficacy (X_1), Communication (X_2), and Financial Compensation (X_3) on the related variable (Y) Employee Performance. The beta coefficient on the variables Self Efficacy (X_1), Communication (X_2), Financial Compensation (X_3) shows a positive value, this indicates that the independent variable (X) affects the dependent variable (Y).

Based on the results of data processing, the variable Self-efficacy (X_1) has, t_{count}> from t_{table} (2.801 <1.681) with probability (0.007) <0.05 significant level, thus Self-efficacy (X_1) partially affects employee performance.
H0: This means that the Self-efficacy variable (X_1) partially does not affect employee performance (Y).
H1: This means that the variable Self-efficacy (X_1) partially influences employee performance (Y).

According to the results of the study, the Communication variable has, t_{count}> t_{table} (2.554 <1.681) with a probability (0.014)> from a significant level of 0.05, it is concluded that Verbal Communication (X_2) partially does not affect Employee Performance (Y).
H0: This means that the Communication variable (X_2) partially does not affect the Employee Performance variable (Y).
H1: This means that the Communication variable (X_2) partially affects the Employee Performance variable (Y).

According to the research results, the Financial Compensation variable has, t_{count}> from t_{table} (1,440 <1,681) with probability (0.157)> from the significant level of 0.05, so it is concluded that Financial Compensation (X_3) partially does not affect Employee Performance (Y).
H0: This means that the Financial Compensation variable (X_3) partially affects the Employee Performance variable (Y).
H1: This means that the Financial Compensation variable (X_3) partially does not affect the Employee Performance variable (Y).

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Table 15. Simultaneous F

ANOVA		
Model	F	Sig.
1 Regression	8,909	.000b

Source: Processed data (2021)

Following the results of table 15 above, it can be concluded that the calculated F value is 8,909 and the f_{table} value is 1,681. The value of $F_{count} > F_{table}$ and the sig value of 0.000 <0.05 (α), means that hypothesis 4 has a positive and significant effect on Self Efficacy, Communication, Financial Compensation, on Employee Performance in the Tourism Office of Gunungkidul Regency.

The Effect of Self Efficacy on Employee Performance

The results of hypothesis 1 testing in this study have the conclusion that the Self Efficacy variable has a positive and significant effect on Employee Performance at the Tourism Office of Gunungkidul Regency. According to the research results, the variable Self Efficacy has, $t_{count} >$ from t_{table} (2.801 <1.681) with probability (0.007) <from a significant level of 0.05, it is concluded that Self Efficacy (X_1) partially affects Employee Performance (Y).

The results of this study are consistent with previous research Prasetya et al. (2013) which states that the Self Efficacy variable partially has a positive effect on employee performance. As evidenced by the value of $t_{count} < t_{table}$, namely 2.801 <1.681 and a significance value of 0.007> 0.05. because the individual employee's Self Efficacy is too high, it affects performance. Also, it is possible because employees are happy at work but when they are already working, they experience problems, namely skills that are not suitable at this time.

The Effect of Communication on Employee Performance

Hypothesis 2 test results in this study have a conclusion that the communication variable does not have a positive and significant effect on Employee Performance at the Tourism Office of Gunungkidul Regency. According to the research results, the Communication variable has, $t_{count} > t_{table}$ (2.554 <1.681) with a probability (0.014)> a significant level of 0.05, it is concluded that Verbal Communication (X_2) partially does not affect Employee Performance (Y)

The results of this study are by previous research from Utami & Hartanto (2010) which states that the communication variable has no significant effect on employee performance in Jumantono District, Karanganyar Regency, as evidenced by the t-test results which produce p-value (0.178) <0.05.

The Effect of Financial Compensation on Employee Performance

Hypothesis 3 test results in this study concluded that the Financial Compensation variable did not have a positive and significant effect on Employee Performance at the Tourism Office of Gunungkidul Regency. According to the research results, the variable Financial Compensation has, $t_{count} >$ from t_{table} (1,440 <1,681) with probability (0.157)> 0.05 significant level, so it is concluded that Financial Compensation (X_3) partially does not affect Employee Performance (Y).

This is also reinforced by previous research from Sugijanto & Sutanto (2018) which states that the effect of financial and non-financial compensation on employee performance states that financial compensation has no significant effect on performance. This explains that compensation does not have a positive and significant effect on employee performance.

The Effect of Self Efficacy, Communication, and Financial Compensation has a positive and significant effect on employee performance

The results of hypothesis 4 testing in this study concluded that the variables of Self Efficacy, Communication, and Financial Compensation had a positive and significant effect on Employee Performance at the Tourism Office of Gunungkidul Regency. According to the results in table 13, it can be seen that the calculated F value is 8,909 and the f_{table} value is 1,681. The value of $F_{count} > F_{table}$ and the sig value of 0.000 <0.05 (α), it can be concluded that hypothesis 4 has a simultaneous effect on Self Efficacy, Communication, Financial Compensation, on Employee Performance in the Tourism Office of Gunungkidul Regency.

The results of this study are by previous research from Murtiningsih et al. (2017) which states that the variables Self Efficacy, communication, and financial compensation together have a significant effect on employee performance at the Surabaya City Cooperative and Micro Business Office. evidenced by the results of the F test which has a significance level below 0.05. Self Efficacy variables, communication, and financial compensation have a partial and significant effect on performance.

CONCLUSION

The results of this study indicate that there is a positive and significant influence of self-efficacy on employee performance, there is a positive and significant influence between communication on employee performance, there is no positive influence between financial compensation on individual employee performance, and there is a positive and significant influence on Self Efficacy, Communication, Financial Compensation, Against Employee Performance collectively. Employee performance is an important aspect that affects the success of company goals. The higher the quality of employee performance given to the company, the higher the success rate in achieving company goals will be.

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