

Lampiran 1. Ringkasan Daftar Penelitian Terdahulu

No	Peneliti	Judul Penelitian	Hasil
1	(Rigotti et al., 2008)	A short version of the occupational self-efficacy scale: Structural and construct validity across five countries	<p>1. Occupational self efficacy berpengaruh positif terhadap terhadap intrinsic</p> <p>2. Occupational self efficacy berpengaruh positif terhadap terhadap job satisfaction</p> <p>3. Occupational self efficacy berpengaruh positif terhadap terhadap job performance</p>
2	Vansteenkist et al. (2006)	Intrinsic versus extrinsic goal contents in self-determination theory: Another look at the quality of academic motivation	<p>1. Intrinsic motivation berpengaruh positif terhadap job satisfaction</p> <p>2. Job satisfaction berpengaruh positif terhadap job performance</p> <p>3. Intrinsic motivation berpengaruh positif terhadap job performance</p>
3	Catharina & Victoria (2015)	The Impact of Extrinsic and Intrinsic Motivation towards Job Satisfaction in Finance Service Department of PT. XYZ	Intrinsic motivation berpengaruh positif terhadap job satisfaction
4	Riketta (2008)	The Causal Relation Between Job Attitudes and Performance: A Meta-Analysis of Panel Studies	Job satisfaction berpengaruh positif terhadap job performance
5	(Gu & Siu, 2009)	Drivers of job satisfaction as related to work performance in Macao casino hotels: An investigation based on employee survey	Job satisfaction berpengaruh positif terhadap job performance
6	Yang & Hwang (2014)	Personality traits and simultaneous reciprocal influences between job performance and job satisfaction	Job satisfaction berpengaruh positif terhadap job performance
7	Abdirahman et al. (2018)	The Relationship between Job Satisfaction, Work-Life Balance and Organizational Commitment on Employee Performance	Job satisfaction berpengaruh positif terhadap job performance
8	Shin et al. (2019)	A motivational perspective on job insecurity: Relationships between job insecurity, intrinsic motivation, and performance and behavioral outcomes	Intrinsic motivation berpengaruh positif terhadap job performance

Lampiran 2. Definisi Operasional Variabel

No	Variabel	Original	Pengukuran
1.	Occupational self-efficacy; Kemanjuran diri dalam pekerjaan/ (Tomas et al., 2019)	<p>1.I can remain calm when facing difficulties in my job because I can rely on my abilities</p> <p>2.When I am confronted with a problem in my job, I can usually find several solutions</p> <p>3.Whatever comes my way in my job, I am can usually handle it</p> <p>4. My past experiences in my job have prepared me well for my occupational future</p> <p>5. I meet the goals that I set for myself in my job</p> <p>6.I feel prepared for most of the demands in my job</p>	<p>1.Saya bisa tetap tenang saat menghadapi kesulitan dalam pekerjaan karena saya bisa mengandalkan kemampuan saya</p> <p>2.Ketika saya dihadapkan pada suatu masalah dalam pekerjaan saya, saya biasanya dapat menemukan beberapa solusi</p> <p>3.Apa pun yang menghalangi pekerjaan saya, saya biasanya bisa mengatasinya</p> <p>4.Pengalaman masa lalu saya dalam pekerjaan saya telah mempersiapkan saya dengan baik untuk masa depan pekerjaan saya</p> <p>5.Saya memenuhi tujuan yang saya tetapkan untuk diri saya sendiri dalam pekerjaan saya</p> <p>6.Saya merasa siap untuk sebagian besar tuntutan dalam pekerjaan saya</p>
2.	Intrinsic motivation; (Sheldon et al., 2003)	<p>1.Help those who need it.</p> <p>2.Show affection to loved ones.</p> <p>3.Feel much loved by intimates.</p> <p>4.Make others' lives better.</p> <p>5. Be accepted for who I am.</p> <p>6.Help improve the world.</p> <p>7.Find a committed partner.</p> <p>8.Contribute something lasting.</p>	<p>1.Agar saya bisa membantu mereka yang membutuhkannya.</p> <p>2.Karena untuk menunjukkan kasih sayang kepada orang yang dicintai.</p> <p>3. Karena merasa sangat dicintai oleh teman-teman karib.</p> <p>4.Agar saya bisa membuat hidup orang lain lebih baik.</p> <p>5.Karena saya diterima apa adanya.</p> <p>6. Agar saya bisa membantu meningkatkan dunia.</p> <p>7.Untuk menemukan mitra yang berkomitmen.</p> <p>8.Agar bisa berkontribusi sesuatu yang abadi.</p>

3.	(Job satisfaction)/ Kepuasan Kerja Yancey (2009)	<p>1.I do challenging and exciting work</p> <p>2.My abilities and skills match my job</p> <p>3.I see the work I do contributes to the success of my company</p> <p>4.I am willing if there is an opportunity to work on a project which is a challenge</p> <p>5.My performance can achieve a goal</p> <p>6.I feel the work I do in my company is accomplished</p> <p>7. I wish I could come to work every day</p>	<p>1.Saya melakukan pekerjaan yang menantang dan menggiatkan</p> <p>2.Kemampuan dan keterampilan saya cocok dengan pekerjaan saya</p> <p>3.aya melihat pekerjaan yang saya lakukan berkontribusi pada kesuksesan perusahaan saya</p> <p>4.Saya bersedia apabila ada kesempatan untuk bekerja pada proyek yang merupakan sebuah tantangan</p> <p>5. Kinerja saya dapat mencapai suatu tujuan</p> <p>6.Saya merasa pekerjaan yang saya lakukan diperusahaan saya tercapai</p> <p>7.Saya harap, saya bisa datang untuk bekerja setiap hari</p>
4.	Job performance (Kinerja) Çetin & Aşkun (2018)	<p>1.I follow organizational procedures and rules</p> <p>2.The reports I submit are trustworthy and dependable</p> <p>3. The results of my work are of high quality</p> <p>4.I am thorough in the first time I do my job</p>	<p>1.Saya mengikuti prosedur dan peraturan organisasi</p> <p>2.Laporan yang saya sampaikan dapat dipercaya dan diandalkan</p> <p>3.Hasil dari kerja saya berkualitas tinggi</p> <p>4.Saya teliti dalam pertama kali melakukan pekerjaan</p>

Lampiran 3. Kuesioner Penelitian

Hal : Permohonan Mengisi Kuesioner Penelitian

Kepada Yth:

Bapak /Ibu/Anda Responden

di-

t e m p a t

Dengan hormat,

Dalam rangka penyelesaian tesis saya pada Program Magister Manajemen - Universitas Esa Unggul, dengan judul KETIKA OCCUPATIONAL SELF EFFICACY DAN INTRINSIC MOTIVATION BERPENGARUH PADA JOB SATISFACTION DAN JOB PERFORMANCE

" maka dengan segala kerendahan hati memohon bantuan Bapak/Ibu/Sdr untuk bersedia mengisi kuesioner ini. Pengumpulan data melalui kuesioner ini semata-mata hanya digunakan untuk maksud penyusunan tesis dan saya sepenuhnya menjamin kerahasiaan Bapak/Ibu/Sdr.

Kesediaan dan kerja sama yang Bapak / Ibu/Sdr berikan dalam bentuk informasi yang benar dan lengkap akan sangat mendukung keberhasilan penelitian ini. Selain itu jawaban yang Bapak/Ibu/Sdr berikan merupakan masukan yang sangat berharga bagi pengembangan retailer di Indonesia. Akhir kata saya mengucapkan terima kasih yang sebesar-besarnya atas bantuan dan kesediaan Bapak/Ibu/Sdr yang telah meluangkan waktunya dalam pengisian kuesioner ini.

Hormat saya,

Wesli Panjaitan

Mahasiswa Magister Manajemen

Universitas Esa Unggul

Telp: 081212379999

Email:weslipanjaitan.wp@gmail.com

PETUNJUK PENGISIAN

Berilah tanda silang (X) pada angka jawaban yang Anda anggap paling sesuai dan isilah semua bagian tanpa ada yang terlewatkan.

BAGIAN A: IDENTITAS RESPONDEN**Data Diri:**Nama/Inisial

Jenis Kelamin

Centang salah satu yang sesuai.

- Laki-Laki
 Perempuan

Berapa usia anda saat ini

Centang salah satu yang sesuai.

- < 25 tahun
 26 – 35 tahun
 36 – 45 tahun
 > 45 tahun

Apa pendidikan terakhir anda?

Centang salah satu yang sesuai.

- SMA/SMK (sederajat)
 Diploma (D1, D2 dan D3)
 Sarjana (S1)
 Sarjana (S1)
 Pasca Sarjana (S2)
 Doktoral (S3)

Apakah anda merupakan pegawai di perusahaan di Jabodetabek?

Centang salah satu yang sesuai.

- Ya
 Tidak

(Apabila jawaban Anda adalah “tidak” maka pengisian kuesioner tidak bisa dilanjutkan)

Berapa lama anda bekerja di Perusahaan ini?

Centang salah satu yang sesuai.

< 2 tahun

2 tahun keatas

(Apabila jawaban Anda adalah "< 2 tahun" maka pengisian kuesioner tidak bisa dilanjutkan)

Sebutkan nama perusahaan tempat Anda bekerja!

BAGIAN B: PERTANYAAN INTI

PETUNJUK PENGISIAN

Petunjuk pengisian untuk bagian berikut: (Silakan memilih salah satu)

- 1. STSS : Sangat Tidak Setuju Sekali
- 2. TSS : Tidak Setuju Sekali
- 3. TS : Tidak Setuju
- 4. N : Antara Setuju dan Tidak setuju
- 5. S : Setuju
- 6. SS : Sangat Setuju
- 7. SSS : Sangat Seuju Sekali

SEMUA PERTANYAAN PADA BAGIAN "B" AKAN BERKAITAN DENGAN YANG DISEBUTKAN PADA PERTANYAAN BAGIAN "A" NOMOR 8"

I. Occupational self-efficiency/ Kemanjuran diri dalam pekerjaan

Pertanyaan berikut menyangkut bagaimana pendapat anda mengenai Occupational Self eficiency (Kemampuan diri) anda bekerja di perusahaan Anda. (isikan sesuai dengan jawaban pertanyaan bagian A nomer 7)

Saya bisa tetap tenang saat menghadapi kesulitan dalam pekerjaan karena saya bisa mengandalkan kemampuan saya.

STSS 1 2 3 4 5 6 7 SSS

Ketika saya dihadapkan pada suatu masalah dalam pekerjaan saya, saya biasanya dapat menemukan beberapa solusi

STSS 1 2 3 4 5 6 7 SSS

Apa pun yang menghalangi pekerjaan saya, saya biasanya bisa mengatasinya

STSS 1 2 3 4 5 6 7 SSS

Pengalaman masa lalu saya dalam pekerjaan saya telah mempersiapkan saya dengan baik untuk masa depan pekerjaan saya

STSS 1 2 3 4 5 6 7 SSS

Saya memenuhi tujuan yang saya tetapkan untuk diri saya sendiri dalam pekerjaan saya

STSS 1 2 3 4 5 6 7 SSS

Saya merasa siap untuk sebagian besar tuntutan dalam pekerjaan saya

STSS 1 2 3 4 5 6 7 SSS

II. Motivasi Intrinsik/ Intrinsic motivation

Pertanyaan berikut menyangkut bagaimana pendapat anda mengenai motivasi intrinsik anda bekerja di perusahaan Anda. (isikan sesuai dengan jawaban pertanyaan bagian A nomer 7)

Agar saya bisa membantu mereka yang membutuhkannya.

STSS 1 2 3 4 5 6 7 SSS

Karena untuk menunjukkan kasih sayang kepada orang yang dicintai.

STSS 1 2 3 4 5 6 7 SSS

Karena merasa sangat dicintai oleh teman-teman karib.

STSS 1 2 3 4 5 6 7 SSS

Agar saya bisa membuat hidup orang lain lebih baik.

STSS 1 2 3 4 5 6 7 SSS

Karena saya diterima apa adanya.

STSS 1 2 3 4 5 6 7 SSS

Agar saya bisa membantu meningkatkan dunia.

STSS 1 2 3 4 5 6 7 SSS

Untuk menemukan mitra yang berkomitmen.

STSS 1 2 3 4 5 6 7 SSS

Agar bisa berkontribusi sesuatu yang abadi.

STSS 1 2 3 4 5 6 7 SSS

III. Kepuasan Kerja (Job satisfaction)

Pertanyaan berikut menyangkut bagaimana pendapat anda mengenai Kepuasan Kerja di perusahaan Anda. (isikan sesuai dengan jawaban pertanyaan bagian A nomer 7)

Saya melakukan pekerjaan yang menantang dan menggiatkan
STSS 1 2 3 4 5 6 7 SSS

Kemampuan dan keterampilan saya cocok dengan pekerjaan saya
STSS 1 2 3 4 5 6 7 SSS

Saya melihat pekerjaan yang saya lakukan berkontribusi pada kesuksesan perusahaan saya
STSS 1 2 3 4 5 6 7 SSS

Saya bersedia apabila ada kesempatan untuk bekerja pada proyek yang merupakan sebuah tantangan
STSS 1 2 3 4 5 6 7 SSS

Kinerja saya dapat mencapai suatu tujuan
STSS 1 2 3 4 5 6 7 SSS

Saya merasa pekerjaan yang saya lakukan diperusahaan saya tercapai
STSS 1 2 3 4 5 6 7 SSS

Saya harap, saya bisa datang untuk bekerja setiap hari
STSS 1 2 3 4 5 6 7 SSS

IV. Kinerja (Job performance)

Pertanyaan berikut menyangkut bagaimana pendapat anda mengenai Kinerja Anda di perusahaan. (isikan sesuai dengan jawaban pertanyaan bagian A nomer 7)

Saya mengikuti prosedur dan peraturan organisasi
STSS 1 2 3 4 5 6 7 SSS

Laporan yang saya sampaikan dapat dipercaya dan diandalkan
STSS 1 2 3 4 5 6 7 SSS

Hasil dari kerja saya berkualitas tinggi
STSS 1 2 3 4 5 6 7 SSS

Saya teliti dalam pertama kali melakukan pekerjaan
STSS 1 2 3 4 5 6 7 SSS

Terima kasih atas kerja samanya.

Hormat Saya

Lampiran 4. Data Responden Penelitian

Jenis Kelamin	Total	Persentasi
Laki-laki	103	64%
Perempuan	57	36%
JUMLAH	160	100%

Usia	Total	Persentasi
<25 tahun	69	43%
26 – 35 tahun	38	24%
36 – 45 tahun	53	33%
>45 tahun	0	0%
JUMLAH	160	100%

Pendidikan	Total	Persentasi
SMA/SMK (sederajat)	24	15%
Diploma (D1, D2 dan D3)	17	11%
Sarjana (S1)	79	49%
Pasca Sarjana (S2)	39	24%
Doktoral (S3)	1	1%
JUMLAH	160	100%

Lama Bekeja	Total	Persentasi
<2 tahun	21	13%
2 Tahun ke atas	139	87%
JUMLAH	160	100%

Lampiran 5. Analisa Statistik Hasil Penelitian

```

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/MISSING LISTWISE
/ANALYSIS OSE1 OSE2 OSE3 OSE4 OSE6
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/EXTRACTION PC
/ROTATION NOROTATE
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Factor Analysis

Notes

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	Cases Used	LISTWISE: Statistics are based on cases with no missing values for any variable used.
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Descriptive Statistics

	Mean	Std. Deviation	Analysis N
OSE1	5.6778	1.15142	180
OSE2	5.7389	1.10542	180
OSE3	5.4667	1.13058	180
OSE4	5.8722	1.17245	180
OSE6	5.7056	1.03943	180

Correlation Matrixa

		OSE1	OSE2	OSE3	OSE4	OSE6
Correlation	OSE1	1.000	.649	.614	.652	.588
	OSE2	.649	1.000	.702	.668	.662
	OSE3	.614	.702	1.000	.652	.655
	OSE4	.652	.668	.652	1.000	.716
	OSE6	.588	.662	.655	.716	1.000
	Sig. (1-tailed)	OSE1		.000	.000	.000
	OSE2	.000		.000	.000	.000
	OSE3	.000	.000		.000	.000
	OSE4	.000	.000	.000		.000
	OSE6	.000	.000	.000	.000	

a. Determinant = .047

Inverse of Correlation Matrix

	OSE1	OSE2	OSE3	OSE4	OSE6
OSE1	2.112	-.582	-.372	-.631	-.161
OSE2	-.582	2.607	-.848	-.443	-.511
OSE3	-.372	-.848	2.425	-.398	-.523
OSE4	-.631	-.443	-.398	2.679	-.993
OSE6	-.161	-.511	-.523	-.993	2.487

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.884
Bartlett's Test of Sphericity	Approx. Chi-Square	538.314
	df	10
	Sig.	.000

Anti-image Matrices

		OSE1	OSE2	OSE3	OSE4	OSE6
Anti-image Covariance	OSE1	.474	-.106	-.073	-.112	-.031
	OSE2	-.106	.384	-.134	-.063	-.079
	OSE3	-.073	-.134	.412	-.061	-.087
	OSE4	-.112	-.063	-.061	.373	-.149
	OSE6	-.031	-.079	-.087	-.149	.402
Anti-image Correlation	OSE1	.906a	-.248	-.164	-.265	-.070
	OSE2	-.248	.881a	-.337	-.168	-.201
	OSE3	-.164	-.337	.891a	-.156	-.213
	OSE4	-.265	-.168	-.156	.870a	-.385
	OSE6	-.070	-.201	-.213	-.385	.878a

a. Measures of Sampling Adequacy(MSA)

Communalities	Initial	Extraction
OSE1	1.000	.672
OSE2	1.000	.750
OSE3	1.000	.725
OSE4	1.000	.753
OSE6	1.000	.725

Extraction Method: Principal Component Analysis.**Total Variance Explained**

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.624	72.488	72.488	3.624	72.488	72.488
2	.423	8.462	80.950			
3	.387	7.742	88.692			
4	.294	5.887	94.579			
5	.271	5.421	100.000			

Extraction Method: Principal Component Analysis.Component Matrix
Component
1

OSE1	.820
OSE2	.866
OSE3	.851
OSE4	.868
OSE6	.851

Extraction Method:
Principal Component
Analysis.a
a. 1 components
extracted.

Reproduced Correlations

	OSE1	OSE2	OSE3	OSE4	OSE6
Reproduced Correlation	OSE1 .672a	.710	.698	.711	.698
	OSE2 .710	.750a	.737	.752	.737
	OSE3 .698	.737	.725a	.739	.725
	OSE4 .711	.752	.739	.753a	.739
	OSE6 .698	.737	.725	.739	.725a
Residualb	OSE1	-.061	-.084	-.059	-.110
	OSE2	-.061	-.036	-.084	-.075
	OSE3	-.084	-.036	-.087	-.070
	OSE4	-.059	-.084	-.087	-.023
	OSE6	-.110	-.075	-.070	-.023

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 8 (80.0%) nonredundant residuals with absolute values greater than 0.05.

RELIABILITY**/VARIABLES=OSE1 OSE2 OSE3 OSE4 OSE6 /SCALE (ALL VARIABLES)****ALL/MODEL=ALPHA.**

Reliabilit

Notes

Output Created

03-AUG-2021 23:14:48

Comments

Input

Data

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Active Dataset

DataSet1

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Weight

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Split File

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N of Rows in Working Data File

180

Matrix Input

Missing Value Handling

Definition of Missing

User-defined missing values are
treated as missing.

Cases Used

Statistics are based on all cases
with valid data for all variables in
the procedure.

Syntax

RELIABILITY
/VARIABLES=OSE1 OSE2 OSE3
OSE4 OSE6
/SCALE('ALL VARIABLES')
ALL/MODEL=ALPHA.

Resources

Processor Time

00:00:00,02

Elapsed Time

00:00:00,01

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	180	100.0
	Excluded ^a	0	.0
	Total	180	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.904	5

```

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/ANALYSIS JP1 JP2 JP3 JP4
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/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
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Factor Analysis

Notes

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	N of Rows in Working Data File	180
Missing Value Handling	Definition of Missing	MISSING=EXCLUDE: User-defined missing values are treated as missing.
	Cases Used	LISTWISE: Statistics are based on cases with no missing values for any variable used.
Syntax	<pre> FACTOR /VARIABLES JP1 JP2 JP3 JP4 /MISSING LISTWISE /ANALYSIS JP1 JP2 JP3 JP4 /PRINT UNIVARIATE INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION /CRITERIA MINEIGEN(1) ITERATE(25) /EXTRACTION PC /ROTATION NOROTATE /METHOD=CORRELATION. </pre>	
Resources	Processor Time	00:00:00,03
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Descriptive Statistics

	Mean	Std. Deviation	Analysis N
JP1	6.1111	.96815	180
JP2	6.0889	.97619	180
JP3	5.8833	1.01538	180
JP4	5.8889	1.00773	180

Correlation Matrixa

		JP1	JP2	JP3	JP4
Correlation	JP1	1.000	.693	.638	.585
	JP2	.693	1.000	.766	.652
	JP3	.638	.766	1.000	.697
	JP4	.585	.652	.697	1.000
Sig. (1-tailed)	JP1	.000	.000	.000	.000
	JP2	.000	.000	.000	.000
	JP3	.000	.000	.000	.000
	JP4	.000	.000	.000	.000

a. Determinant = .095

Inverse of Correlation Matrix

	JP1	JP2	JP3	JP4
JP1	2.093	-.931	-.374	-.358
JP2	-.931	3.001	-1.401	-.435
JP3	-.374	-1.401	2.961	-.932
JP4	-.358	-.435	-.932	2.143

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.826
Bartlett's Test of Sphericity	Approx. Chi-Square	416.362
	df	6
	Sig.	.000

Anti-image Matrices

		JP1	JP2	JP3	JP4
Anti-image Covariance	JP1	.478	-.148	-.060	-.080
	JP2	-.148	.333	-.158	-.068
	JP3	-.060	-.158	.338	-.147
	JP4	-.080	-.068	-.147	.467
Anti-image Correlation	JP1	.867a	-.371	-.150	-.169
	JP2	-.371	.794a	-.470	-.172
	JP3	-.150	-.470	.796a	-.370
	JP4	-.169	-.172	-.370	.865a

a. Measures of Sampling Adequacy(MSA)

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.019	75.467	75.467	3.019	75.467	75.467
2	.428	10.699	86.166			
3	.332	8.300	94.467			
4	.221	5.533	100.000			

	Communalities	
	Initial	Extraction
JP1	1.000	.699
JP2	1.000	.808
JP3	1.000	.803
JP4	1.000	.709

Extraction Method: Principal Component Analysis.

Extraction Method: Principal Component Analysis.

Component Matrixa

	Component 1
JP1	.836
JP2	.899
JP3	.896
JP4	.842

Extraction Method:
Principal Component
Analysis.a
a. 1 components
extracted.

Reproduced Correlations

	JP1	JP2	JP3	JP4
Reproduced Correlation	JP1	.699a	.751	.749
	JP2	.751	.808a	.805
	JP3	.749	.805	.803a
	JP4	.704	.757	.755
Residualb	JP1		-.058	-.111
	JP2	-.058		-.040
	JP3	-.111	-.040	
	JP4	-.119	-.105	-.057

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations.

There are 5 (83.0%) nonredundant residuals with absolute values greater than 0.05.

RELIABILITY / VARIABLES=JP1 JP2 JP3 JP4 / SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.

Reliability

Notes

Output Created 03-AUG-2021 23:15:43

Comments

Input	Data	C:\Users\Documents\sidang hasil\DATA.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	180
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=JP1 JP2 JP3 JP4 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,01

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	180	100.0
	Excluded ^a	0	.0
	Total	180	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.891	4

```

FACTOR
/VARIABLES IM1 IM2 IM3 IM4 IM5 IM6 IM7 IM8
/MISSING LISTWISE
/ANALYSIS IM1 IM2 IM3 IM4 IM5 IM6 IM7 IM8
/PRINT UNIVARIATE INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Notes

Output Created 03-AUG-2021 23:16:13

Comments

Input	Data	C:\Users\Documents\sidang hasil\DATA.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	180
	Missing Value Handling	Definition of Missing
	Cases Used	LISTWISE: Statistics are based on cases with no missing values for any variable used.
Syntax		FACTOR /VARIABLES IM1 IM2 IM3 IM4 IM5 IM6 IM7 IM8 /MISSING LISTWISE /ANALYSIS IM1 IM2 IM3 IM4 IM5 IM6 IM7 IM8 /PRINT UNIVARIATE INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION /CRITERIA MINEIGEN(1) ITERATE(25) /EXTRACTION PC /ROTATION NOROTATE /METHOD=CORRELATION.
Resources	Processor Time	00:00:00,03
	Elapsed Time	00:00:00,02
	Maximum Memory Required	9080 (8.867K) bytes

Descriptive Statistics

	Mean	Std. Deviation	Analysis N
IM1	5.6722	1.14741	180
IM2	5.7444	1.27775	180
IM3	5.3611	1.37318	180
IM4	5.6500	1.31801	180
IM5	5.3722	1.34135	180
IM6	5.3833	1.28713	180
IM7	5.5944	1.19448	180
IM8	5.3778	1.30814	180

Correlation Matrixa

		IM1	IM2	IM3	IM4	IM5	IM6	IM7
Correlation	IM1	1.000	.644	.529	.600	.581	.521	.604
	IM2	.644	1.000	.585	.613	.639	.546	.565
	IM3	.529	.585	1.000	.604	.579	.522	.522
	IM4	.600	.613	.604	1.000	.738	.616	.630
	IM5	.581	.639	.579	.738	1.000	.632	.663
	IM6	.521	.546	.522	.616	.632	1.000	.716
	IM7	.604	.565	.522	.630	.663	.716	1.000
	IM8	.552	.626	.434	.576	.617	.693	.689
Sig. (1-tailed)	IM1		.000	.000	.000	.000	.000	.000
	IM2	.000		.000	.000	.000	.000	.000
	IM3	.000	.000		.000	.000	.000	.000
	IM4	.000	.000	.000		.000	.000	.000
	IM5	.000	.000	.000	.000		.000	.000
	IM6	.000	.000	.000	.000	.000		.000
	IM7	.000	.000	.000	.000	.000	.000	
	IM8	.000	.000	.000	.000	.000	.000	.000

Correlation Matrixa

		IM8
Correlation	IM1	.552
	IM2	.626
	IM3	.434
	IM4	.576
	IM5	.617
	IM6	.693
	IM7	.689
	IM8	1.000
Sig. (1-tailed)	IM1	.000
	IM2	.000

	IM3	.000
	IM4	.000
	IM5	.000
	IM6	.000
	IM7	.000
	IM8	.000

a. Determinant = .005

Inverse of Correlation Matrix

	IM1	IM2	IM3	IM4	IM5	IM6	IM7	IM8
IM1	2.116	-.665	-.207	-.344	-.065	.062	-.489	-.130
IM2	-.665	2.457	-.510	-.190	-.443	.059	.133	-.701
IM3	-.207	-.510	1.912	-.447	-.238	-.298	-.155	.322
IM4	-.344	-.190	-.447	2.735	-1.074	-.304	-.202	-.061
IM5	-.065	-.443	-.238	-1.074	2.865	-.251	-.468	-.235
IM6	.062	.059	-.298	-.304	-.251	2.646	-.866	-.850
IM7	-.489	.133	-.155	-.202	-.468	-.866	2.835	-.693
IM8	-.130	-.701	.322	-.061	-.235	-.850	-.693	2.618

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.919
Bartlett's Test of Sphericity	Approx. Chi-Square	923.806
	df	28
	Sig.	.000

Anti-image Matrices

		IM1	IM2	IM3	IM4	IM5	IM6
Anti-image Covariance	IM1	.473	-.128	-.051	-.059	-.011	.011
	IM2	-.128	.407	-.108	-.028	-.063	.009
	IM3	-.051	-.108	.523	-.086	-.043	-.059
	IM4	-.059	-.028	-.086	.366	-.137	-.042
	IM5	-.011	-.063	-.043	-.137	.349	-.033
	IM6	.011	.009	-.059	-.042	-.033	.378
	IM7	-.081	.019	-.029	-.026	-.058	-.115
	IM8	-.024	-.109	.064	-.008	-.031	-.123
Anti-image Correlation	IM1	.936a	-.292	-.103	-.143	-.027	.026
	IM2	-.292	.910a	-.235	-.073	-.167	.023
	IM3	-.103	-.235	.929a	-.196	-.102	-.133
	IM4	-.143	-.073	-.196	.923a	-.384	-.113
	IM5	-.027	-.167	-.102	-.384	.926a	-.091
	IM6	.026	.023	-.133	-.113	-.091	.915a
	IM7	-.200	.050	-.066	-.073	-.164	-.316
	IM8	-.055	-.276	.144	-.023	-.086	-.323

Anti-image Matrices

		IM7	IM8
Anti-image Covariance	IM1	-.081	-.024
	IM2	.019	-.109
	IM3	-.029	.064
	IM4	-.026	-.008
	IM5	-.058	-.031
	IM6	-.115	-.123
	IM7	.353	-.093
	IM8	-.093	.382
Anti-image Correlation	IM1	-.200	-.055
	IM2	.050	-.276
	IM3	-.066	.144
	IM4	-.073	-.023
	IM5	-.164	-.086
	IM6	-.316	-.323
	IM7	.919a	-.255
	IM8	-.255	.902a

a. Measures of Sampling Adequacy(MSA)

Communalities	Initial	Extraction
IM1	1.000	.602
IM2	1.000	.651
IM3	1.000	.536
IM4	1.000	.697
IM5	1.000	.718
IM6	1.000	.663
IM7	1.000	.701
IM8	1.000	.648

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.217	65.217	65.217	5.217	65.217	65.217
2	.675	8.444	73.660			
3	.517	6.465	80.126			
4	.419	5.241	85.366			

5	.397	4.961	90.328			
6	.278	3.477	93.805			
7	.256	3.202	97.007			
8	.239	2.993	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix
Component 1

IM1	.776
IM2	.807
IM3	.732
IM4	.835
IM5	.847
IM6	.814
IM7	.837
IM8	.805

Extraction Method:
Principal Component
Analysis.a

- a. 1 components extracted.

Reproduced Correlations

	IM1	IM2	IM3	IM4	IM5	IM6	
Reproduced Correlation	IM1	.602a	.626	.568	.648	.658	.632
	IM2	.626	.651a	.591	.674	.684	.657
	IM3	.568	.591	.536a	.611	.620	.596
	IM4	.648	.674	.611	.697a	.707	.680
	IM5	.658	.684	.620	.707	.718a	.690
	IM6	.632	.657	.596	.680	.690	.663a
	IM7	.650	.676	.613	.699	.709	.682
	IM8	.625	.650	.590	.672	.682	.656
Residualb	IM1		.017	-.039	-.048	-.077	-.111
	IM2	.017		-.006	-.060	-.044	-.111
	IM3	-.039	-.006		-.007	-.042	-.075
	IM4	-.048	-.060	-.007		.030	-.064
	IM5	-.077	-.044	-.042	.030		-.058
	IM6	-.111	-.111	-.075	-.064	-.058	
	IM7	-.046	-.111	-.091	-.069	-.046	.034
	IM8	-.073	-.023	-.156	-.096	-.065	.038

Reproduced Correlations

		IM7	IM8
Reproduced Correlation	IM1	.650	.625
	IM2	.676	.650
	IM3	.613	.590
	IM4	.699	.672
	IM5	.709	.682
	IM6	.682	.656
	IM7	.701a	.674
	IM8	.674	.648a
Residualb	IM1	-.046	-.073
	IM2	-.111	-.023
	IM3	-.091	-.156
	IM4	-.069	-.096
	IM5	-.046	-.065
	IM6	.034	.038
	IM7		.014
	IM8	.014	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 14 (50.0%) nonredundant residuals with absolute values greater than 0.05.

RELIABILITY

/VARIABLES=IM1 IM2 IM3 IM4 IM5 IM6 IM7 IM8

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA.

Reliability**Notes**

Output Created 03-AUG-2021 23:16:34

CommentsInput Data C:\Users\Documents\sidang
hasil\DATA.sav

Active Dataset DataSet1

Filter <none>

Weight <none>

Split File <none>

N of Rows in Working Data 180

File

Matrix Input

Missing Value Handling Definition of Missing User-defined missing values
are treated as missing.Cases Used Statistics are based on all
cases with valid data for all
variables in the procedure.**Syntax**RELIABILITY
/VARIABLES=IM1 IM2 IM3
IM4 IM5 IM6 IM7 IM8
/SCALE('ALL VARIABLES')
ALL
/MODEL=ALPHA.**Resources**

Processor Time 00:00:00,00

Elapsed Time 00:00:00,00

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	180	100.0
	Excludeda	0	.0
	Total	180	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.923	8

```

FACTOR
/VARIABLES JS1 JS2 JS3 JS4 JS5 JS6 JS7
/MISSING LISTWISE
/ANALYSIS JS1 JS2 JS3 JS4 JS5 JS6 JS7
/PRINT UNIVARIATE INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis
Notes

Output Created	03-AUG-2021 23:17:01	
Comments		
Input	Data	C:\Users\Documents\sidang hasil\DATA.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	180
Missing Value Handling	Definition of Missing	MISSING=EXCLUDE: User-defined missing values are treated as missing.
	Cases Used	LISTWISE: Statistics are based on cases with no missing values for any variable used.
Syntax	FACTOR /VARIABLES JS1 JS2 JS3 JS4 JS5 JS6 JS7 /MISSING LISTWISE /ANALYSIS JS1 JS2 JS3 JS4 JS5 JS6 JS7 /PRINT UNIVARIATE INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION /CRITERIA MINEIGEN(1) ITERATE(25) /EXTRACTION PC /ROTATION NOROTATE /METHOD=CORRELATION.	
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,01
	Maximum Memory Required	7204 (7.035K) bytes

Descriptive Statistics

	Mean	Std. Deviation	Analysis N
JS1	5.4722	1.21642	180
JS2	5.8500	1.15054	180
JS3	5.9444	1.02876	180
JS4	5.8056	1.13894	180
JS5	5.9056	1.02318	180
JS6	5.7056	1.13697	180
JS7	5.6778	1.37274	180

Correlation Matrixa

		JS1	JS2	JS3	JS4	JS5	JS6	JS7
Correlation	JS1	1.000	.534	.499	.627	.593	.574	.376
	JS2	.534	1.000	.687	.587	.624	.658	.454
	JS3	.499	.687	1.000	.653	.754	.678	.494
	JS4	.627	.587	.653	1.000	.689	.698	.499
	JS5	.593	.624	.754	.689	1.000	.792	.515
	JS6	.574	.658	.678	.698	.792	1.000	.519
	JS7	.376	.454	.494	.499	.515	.519	1.000
Sig. (1-tailed)	JS1		.000	.000	.000	.000	.000	.000
	JS2	.000		.000	.000	.000	.000	.000
	JS3	.000	.000		.000	.000	.000	.000
	JS4	.000	.000	.000		.000	.000	.000
	JS5	.000	.000	.000	.000		.000	.000
	JS6	.000	.000	.000	.000	.000		.000
	JS7	.000	.000	.000	.000	.000	.000	

a. Determinant = .011

Inverse of Correlation Matrix

	JS1	JS2	JS3	JS4	JS5	JS6	JS7
JS1	1.868	-.361	.190	-.684	-.457	-.130	.012
JS2	-.361	2.279	-.924	-.079	.110	-.628	-.134
JS3	.190	-.924	2.962	-.500	-1.307	-.037	-.172
JS4	-.684	-.079	-.500	2.598	-.311	-.646	-.262
JS5	-.457	.110	-1.307	-.311	3.753	-1.581	-.191
JS6	-.130	-.628	-.037	-.646	-1.581	3.344	-.245
JS7	.012	-.134	-.172	-.262	-.191	-.245	1.497

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.901
Bartlett's Test of Sphericity	Approx. Chi-Square	792.953
	df	21
	Sig.	.000

Anti-image Matrices

		JS1	JS2	JS3	JS4	JS5	JS6
Anti-image Covariance	JS1	.535	-.085	.034	-.141	-.065	-.021
	JS2	-.085	.439	-.137	-.013	.013	-.082
	JS3	.034	-.137	.338	-.065	-.118	-.004
	JS4	-.141	-.013	-.065	.385	-.032	-.074
	JS5	-.065	.013	-.118	-.032	.266	-.126
	JS6	-.021	-.082	-.004	-.074	-.126	.299
	JS7	.004	-.039	-.039	-.067	-.034	-.049
Anti-image Correlation	JS1	.913a	-.175	.081	-.311	-.173	-.052
	JS2	-.175	.908a	-.356	-.032	.038	-.227
	JS3	.081	-.356	.881a	-.180	-.392	-.012
	JS4	-.311	-.032	-.180	.920a	-.100	-.219
	JS5	-.173	.038	-.392	-.100	.870a	-.446
	JS6	-.052	-.227	-.012	-.219	-.446	.893a
	JS7	.007	-.072	-.082	-.133	-.081	-.110

Anti-image Matrices

		JS7
Anti-image Covariance	JS1	.004
	JS2	-.039
	JS3	-.039
	JS4	-.067
	JS5	-.034
	JS6	-.049
	JS7	.668
Anti-image Correlation	JS1	.007
	JS2	-.072
	JS3	-.082
	JS4	-.133
	JS5	-.081
	JS6	-.110
	JS7	.966a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JS1	1.000	.542
JS2	1.000	.646
JS3	1.000	.719
JS4	1.000	.710
JS5	1.000	.783

JS6	1.000	.767
JS7	1.000	.439

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.607	65.820	65.820	4.607	65.820	65.820
2	.644	9.203	75.023			
3	.541	7.733	82.756			
4	.417	5.959	88.716			
5	.318	4.546	93.261			
6	.299	4.277	97.539			
7	.172	2.461	100.000			

Extraction Method: Principal Component Analysis.

Component Matrixa

	Component 1
JS1	.736
JS2	.804
JS3	.848
JS4	.843
JS5	.885
JS6	.876
JS7	.663

Extraction Method: Principal Component Analysis.a

a. 1 components extracted.

Reproduced Correlations

	JS1	JS2	JS3	JS4	JS5	JS6
Reproduced Correlation JS1	.542a	.592	.624	.621	.652	.645
JS2	.592	.646a	.682	.677	.711	.704
JS3	.624	.682	.719a	.714	.751	.743
JS4	.621	.677	.714	.710a	.746	.738
JS5	.652	.711	.751	.746	.783a	.775

	JS6	.645	.704	.743	.738	.775	.767a
	JS7	.488	.533	.562	.559	.587	.581
Residualb	JS1		-.058	-.126	.007	-.059	-.071
	JS2	-.058		.005	-.090	-.088	-.046
	JS3	-.126	.005		-.061	.003	-.064
	JS4	.007	-.090	-.061		-.057	-.040
	JS5	-.059	-.088	.003	-.057		.017
	JS6	-.071	-.046	-.064	-.040	.017	
	JS7	-.112	-.079	-.068	-.059	-.072	-.062

Reproduced Correlations

		JS7
Reproduced Correlation	JS1	.488
	JS2	.533
	JS3	.562
	JS4	.559
	JS5	.587
	JS6	.581
	JS7	.439a
Residualb	JS1	-.112
	JS2	-.079
	JS3	-.068
	JS4	-.059
	JS5	-.072
	JS6	-.062
	JS7	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 15 (71.0%) nonredundant residuals with absolute values greater than 0.05.

RELIABILITY

/VARIABLES=JS1 JS2 JS3 JS4 JS5 JS6 JS7

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA.

Reliability

Notes

Output Created

03-AUG-2021 23:17:55

Comments

Input	Data	C:\Users\Documents\sidang hasil\DATA.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	180
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=JS1 JS2 JS3 JS4 JS5 JS6 JS7 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,01

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	180	100.0
	Excluded ^a	0	.0
	Total	180	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.906	7

Output Lisrel

DATE: 8/ 6/2021

TIME: 23:20

L I S R E L 8.80

BY

Karl G. Jöreskog & Dag Sörbom

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RAW DATA FROM FILE HASIL.psf

LATENT VARIABLES: IM JS JP OSE

RELATIONSHIPS

OSE1=OSE

OSE2=OSE

OSE3=OSE

OSE4=OSE

!OSE5=OSE

OSE6=OSE

JP1=JP

JP2=JP

JP3=JP

JP4=JP

IM1=IM

IM2=IM

IM3=IM

IM4=IM

IM5=IM

IM6=IM

IM7=IM

IM8=IM

JS1=JS

JS2=JS

JS3=JS

JS4=JS

JS5=JS

JS6=JS

JS7=JS

JP=IM JS OSE

JS=IM OSE

IM=OSE

SET ERROR COVARIANCE OF JS1 AND IM8 FREE
 SET ERROR COVARIANCE OF JS1 AND IM FREE
 SET ERROR COVARIANCE OF OSE1 AND JS3 FREE
 SET ERROR COVARIANCE OF JS4 AND IM5 FREE
 SET ERROR COVARIANCE OF IM5 AND IM4 FREE
 SET ERROR COVARIANCE OF JP2 AND JS2 FREE
 SET ERROR COVARIANCE OF IM7 AND IM2 FREE
 SET ERROR COVARIANCE OF OSE6 AND IM1 FREE
 SET ERROR COVARIANCE OF OSE6 AND JS1 FREE
 SET ERROR COVARIANCE OF IM8 AND IM3 FREE
 SET ERROR COVARIANCE OF JP3 AND JP1 FREE

OPTIONS:SC
 PATH DIAGRAM
 eND OF PROBLEM

Sample Size = 180

Covariance Matrix

	IM1	IM2	IM3	IM4	IM5	IM6	
IM1	1.32						
IM2	0.94	1.63					
IM3	0.83	1.03	1.89				
IM4	0.91	1.03	1.09	1.74			
IM5	0.89	1.10	1.07	1.30	1.80		
IM6	0.77	0.90	0.92	1.05	1.09	1.66	
IM7	0.83	0.86	0.86	0.99	1.06	1.10	
IM8	0.83	1.05	0.78	0.99	1.08	1.17	
JS1	0.71	0.85	0.73	0.90	1.01	0.97	
JS2	0.61	0.63	0.65	0.62	0.62	0.58	
JS3	0.54	0.60	0.57	0.66	0.59	0.57	
JS4	0.65	0.69	0.74	0.86	0.96	0.72	
JS5	0.64	0.62	0.62	0.69	0.69	0.59	
JS6	0.70	0.71	0.79	0.88	0.86	0.76	
JS7	0.65	0.80	0.73	0.69	0.62	0.63	
JP1	0.52	0.56	0.42	0.59	0.56	0.54	
JP2	0.54	0.55	0.44	0.53	0.50	0.50	
JP3	0.58	0.56	0.57	0.66	0.61	0.59	
JP4	0.49	0.47	0.40	0.51	0.44	0.48	
OSE1	0.64	0.62	0.76	0.59	0.71	0.55	
OSE2	0.69	0.72	0.81	0.73	0.80	0.68	
OSE3	0.64	0.63	0.69	0.72	0.68	0.67	
OSE4	0.75	0.62	0.73	0.75	0.69	0.61	
OSE6	0.72	0.56	0.71	0.72	0.70	0.55	

Covariance Matrix

IM7	IM8	JS1	JS2	JS3	JS4	
IM7	1.43					
IM8	1.08	1.71				
JS1	0.90	1.35	1.48			
JS2	0.72	0.71	0.75	1.32		
JS3	0.64	0.59	0.62	0.81	1.06	
JS4	0.84	0.77	0.87	0.77	0.77	1.30
JS5	0.63	0.59	0.74	0.73	0.79	0.80
JS6	0.82	0.73	0.79	0.86	0.79	0.90
JS7	0.52	0.56	0.63	0.72	0.70	0.78
JP1	0.60	0.53	0.53	0.64	0.60	0.65
JP2	0.63	0.52	0.52	0.71	0.60	0.62
JP3	0.68	0.65	0.70	0.65	0.61	0.73
JP4	0.59	0.53	0.57	0.51	0.51	0.64

OSE1	0.75	0.55	0.40	0.68	0.64	0.67
OSE2	0.85	0.75	0.64	0.74	0.49	0.66
OSE3	0.80	0.71	0.54	0.66	0.53	0.65
OSE4	0.79	0.65	0.50	0.80	0.60	0.68
OSE6	0.68	0.58	0.41	0.59	0.45	0.57

Covariance Matrix

JS5	JS6	JS7	JP1	JP2	JP3	
JS5	1.05					
JS6	0.92	1.29				
JS7	0.72	0.81	1.88			
JP1	0.59	0.65	0.63	0.94		
JP2	0.57	0.64	0.59	0.65	0.95	
JP3	0.63	0.73	0.58	0.63	0.76	1.03
JP4	0.56	0.63	0.43	0.57	0.64	0.71

OSE1	0.50	0.59	0.47	0.58	0.53	0.50
OSE2	0.57	0.68	0.53	0.57	0.51	0.55
OSE3	0.57	0.62	0.45	0.53	0.48	0.49
OSE4	0.61	0.71	0.62	0.59	0.59	0.57
OSE6	0.50	0.62	0.50	0.51	0.50	0.54

Covariance Matrix

JP4	OSE1	OSE2	OSE3	OSE4	OSE6	
JP4	1.02					
OSE1	0.49	1.33				
OSE2	0.42	0.83	1.22			
OSE3	0.52	0.80	0.88	1.28		
OSE4	0.53	0.88	0.87	0.86	1.37	
OSE6	0.50	0.70	0.76	0.77	0.87	1.08

Number of Iterations = 17
LISREL Estimates (Maximum Likelihood)
Measurement Equations

IM1 = 0.86*IM, Errorvar.= 0.58 , R² = 0.56
(0.066)
8.75

IM2 = 1.01*IM, Errorvar.= 0.62 , R² = 0.62
(0.093) (0.076)
10.88 8.15

IM3 = 0.95*IM, Errorvar.= 0.99 , R² = 0.48
(0.10) (0.11)
9.43 8.87

IM4 = 1.01*IM, Errorvar.= 0.71 , R² = 0.59
(0.095) (0.083)
10.66 8.60

IM5 = 1.03*IM, Errorvar.= 0.68 , R² = 0.61
(0.095) (0.079)
10.90 8.61

IM6 = 1.00*IM, Errorvar.= 0.66 , R² = 0.60
(0.093) (0.077)
10.79 8.60

IM7 = 1.02*IM, Errorvar.= 0.39 , R² = 0.73
(0.085) (0.052)
11.96 7.47

IM8 = 1.03*IM, Errorvar.= 0.64 , R² = 0.63
(0.094) (0.075)
11.00 8.41

JS1 = 0.49*IM + 0.49*JS, Errorvar.= 0.66 , R² = 0.56
(0.093) (0.081) (0.073)
5.27 6.04 9.10

JS2 = 0.88*JS, Errorvar.= 0.56 , R² = 0.58
(0.065)
8.64

JS3 = 0.85*JS, Errorvar.= 0.35 , R² = 0.68
(0.072) (0.042)
11.84 8.19

JS4 = 0.93*JS, Errorvar.= 0.44 , R² = 0.66
(0.080) (0.053)
11.64 8.29

JS5 = 0.90*JS, Errorvar.= 0.24 , R² = 0.77
(0.071) (0.032)
12.69 7.45

JS6 = 0.99*JS, Errorvar.= 0.32 , R² = 0.75
(0.079) (0.042)
12.54 7.61

JS7 = 0.82*JS, Errorvar.= 1.21 , R² = 0.36
(0.10) (0.13)
8.16 9.13

JP1 = 0.79*JP, Errorvar.= 0.31 , R² = 0.67
(0.045)
6.90

JP2 = 0.82*JP, Errorvar.= 0.27 , R² = 0.72
(0.064) (0.036)
12.85 7.53

JP3 = 0.91*JP, Errorvar.= 0.20 , R² = 0.81
(0.074) (0.037)
12.42 5.23

JP4 = 0.76*JP, Errorvar.= 0.43 , R² = 0.58
(0.068) (0.050)
11.18 8.55

OSE1 = 0.89*OSE, Errorvar.= 0.57 , R² = 0.58
(0.075) (0.068)
11.95 8.30

OSE2 = 0.94*OSE, Errorvar.= 0.34 , R² = 0.72
(0.068) (0.046)
13.87 7.29

OSE3 = 0.91*OSE, Errorvar.= 0.45 , R² = 0.65
(0.071) (0.056)
12.77 7.92

OSE4 = 0.96*OSE, Errorvar.= 0.46 , R² = 0.67
(0.074) (0.059)
13.00 7.81

OSE6 = 0.81*OSE, Errorvar.= 0.38 , R² = 0.63
(0.064) (0.047)
12.60 8.06

Error Covariance for IM5 and IM4 = 0.22
(0.060)
3.72

Error Covariance for IM7 and IM2 = -0.17
(0.045)
-3.74

Error Covariance for IM8 and IM3 = -0.14
(0.046)
-3.09

Error Covariance for JS1 and IM8 = 0.46
(0.065)
7.19

Error Covariance for JS4 and IM5 = 0.14
(0.044)
3.29

Error Covariance for JP2 and JS2 = 0.11
(0.034)
3.21

Error Covariance for JP3 and JP1 = -0.10
(0.030)
-3.30

Error Covariance for OSE1 and JS3 = 0.16
(0.040)
4.05

Error Covariance for OSE6 and IM1 = 0.12
(0.039)
3.12

Error Covariance for OSE6 and JS1 = -0.09
(0.028)
-3.04

Structural Equations

IM = 0.79*OSE, Errorvar.= 0.38 , R² = 0.62
(0.085) (0.072)
9.23 5.33

JS = 0.52*IM + 0.31*OSE, Errorvar.= 0.39 , R² = 0.61
(0.11) (0.10) (0.071)
4.75 3.04 5.47

JP = 0.018*IM + 0.67*JS + 0.19*OSE, Errorvar.= 0.30 , R² = 0.70
(0.099) (0.10) (0.094) (0.056)
0.18 6.64 2.03 5.35

Reduced Form Equations

IM = 0.79*OSE, Errorvar.= 0.38, R² = 0.62
 (0.085)
 9.23

JS = 0.71*OSE, Errorvar.= 0.49, R² = 0.51
 (0.083)
 8.59

JP = 0.69*OSE, Errorvar.= 0.53, R² = 0.47
 (0.079)
 8.64

Correlation Matrix of Independent Variables

OSE

 1.00

Covariance Matrix of Latent Variables

IM	JS	JP	OSE	
IM	1.00			
JS	0.76	1.00		
JP	0.68	0.82	1.00	
OSE	0.79	0.71	0.69	1.00

Goodness of Fit Statistics

Degrees of Freedom = 235
 Minimum Fit Function Chi-Square = 370.93 (P = 0.00)
 Normal Theory Weighted Least Squares Chi-Square = 343.69 (P = 0.00)
 Estimated Non-centrality Parameter (NCP) = 108.69
 90 Percent Confidence Interval for NCP = (63.17 ; 162.20)

Minimum Fit Function Value = 2.07
 Population Discrepancy Function Value (F0) = 0.61
 90 Percent Confidence Interval for F0 = (0.35 ; 0.91)
 Root Mean Square Error of Approximation (RMSEA) = 0.051
 90 Percent Confidence Interval for RMSEA = (0.039 ; 0.062)
 P-Value for Test of Close Fit (RMSEA < 0.05) = 0.44

Expected Cross-Validation Index (ECVI) = 2.65
 90 Percent Confidence Interval for ECVI = (2.39 ; 2.95)
 ECVI for Saturated Model = 3.35
 ECVI for Independence Model = 74.78

Chi-Square for Independence Model with 276 Degrees of Freedom = 13337.70
 Independence AIC = 13385.70

Model AIC = 473.69
 Saturated AIC = 600.00
 Independence CAIC = 13486.33
 Model CAIC = 746.23
 Saturated CAIC = 1857.89

Normed Fit Index (NFI) = 0.97
 Non-Normed Fit Index (NNFI) = 0.99
 Parsimony Normed Fit Index (PNFI) = 0.83
 Comparative Fit Index (CFI) = 0.99
 Incremental Fit Index (IFI) = 0.99
 Relative Fit Index (RFI) = 0.97

Critical N (CN) = 140.15

Root Mean Square Residual (RMR) = 0.063
 Standardized RMR = 0.046
 Goodness of Fit Index (GFI) = 0.86
 Adjusted Goodness of Fit Index (AGFI) = 0.82
 Parsimony Goodness of Fit Index (PGFI) = 0.68

Standardized Solution
 LAMBDA-Y

IM	JS	JP	
IM1	0.86	--	--
IM2	1.01	--	--
IM3	0.95	--	--
IM4	1.01	--	--
IM5	1.03	--	--
IM6	1.00	--	--
IM7	1.02	--	--
IM8	1.03	--	--
JS1	0.49	0.49	--
JS2	--	0.88	--
JS3	--	0.85	--
JS4	--	0.93	--
JS5	--	0.90	--
JS6	--	0.99	--
JS7	--	0.82	--
JP1	--	--	0.79
JP2	--	--	0.82
JP3	--	--	0.91
JP4	--	--	0.76

LAMBDA-X

OSE

OSE1	0.89
OSE2	0.94
OSE3	0.91
OSE4	0.96
OSE6	0.81

BETA

IM	JS	JP
IM	--	--
JS	0.52	--
JP	0.02	0.67

GAMMA

OSE

IM	0.79
JS	0.31
JP	0.19

Correlation Matrix of ETA and KSI

IM	JS	JP	OSE
IM	1.00		
JS	0.76	1.00	
JP	0.68	0.82	1.00
OSE	0.79	0.71	0.69

PSI

Note: This matrix is diagonal.

IM	JS	JP
0.38	0.39	0.30

Regression Matrix ETA on KSI (Standardized)

OSE

IM	0.79
JS	0.71
JP	0.69

Completely Standardized Solution

LAMBDA-Y

IM	JS	JP	
IM1	0.75	--	--
IM2	0.79	--	--
IM3	0.69	--	--
IM4	0.77	--	--
IM5	0.78	--	--
IM6	0.78	--	--
IM7	0.85	--	--
IM8	0.79	--	--
JS1	0.40	0.40	--
JS2	--	0.76	--
JS3	--	0.82	--
JS4	--	0.81	--
JS5	--	0.88	--
JS6	--	0.87	--
JS7	--	0.60	--
JP1	--	--	0.82
JP2	--	--	0.85
JP3	--	--	0.90
JP4	--	--	0.76

LAMBDA-X

OSE

OSE1	0.76
OSE2	0.85
OSE3	0.81
OSE4	0.82
OSE6	0.79

BETA

IM	JS	JP	
IM	--	--	--
JS	0.52	--	--
JP	0.02	0.67	--

GAMMA

OSE

IM	0.79
JS	0.31
JP	0.19

Correlation Matrix of ETA and KSI

IM	JS	JP	OSE	
IM	1.00			
JS	0.76	1.00		
JP	0.68	0.82	1.00	
OSE	0.79	0.71	0.69	1.00

PSI

Note: This matrix is diagonal.

IM	JS	JP
0.38	0.39	0.30

THETA-EPS

IM1	IM2	IM3	IM4	IM5	IM6
IM1	0.44				
IM2	--	0.38			
IM3	--	--	0.52		
IM4	--	--	--	0.41	
IM5	--	--	--	0.13	0.39
IM6	--	--	--	--	0.40
IM7	--	-0.11	--	--	--
IM8	--	--	-0.08	--	--

JS1	--	--	--	--	--
JS2	--	--	--	--	--
JS3	--	--	--	--	--
JS4	--	--	--	0.10	--
JS5	--	--	--	--	--
JS6	--	--	--	--	--
JS7	--	--	--	--	--

JP1	--	--	--	--	--
JP2	--	--	--	--	--
JP3	--	--	--	--	--
JP4	--	--	--	--	--

THETA-EPS

IM7	IM8	JS1	JS2	JS3	JS4
IM7	0.27				
IM8	--	0.37			
JS1	--	0.29	0.44		
JS2	--	--	--	0.42	
JS3	--	--	--	--	0.32

JS4	--	--	--	--	--	0.34
JS5	--	--	--	--	--	--
JS6	--	--	--	--	--	--
JS7	--	--	--	--	--	--
JP1	--	--	--	--	--	--
JP2	--	--	--	0.10	--	--
JP3	--	--	--	--	--	--
JP4	--	--	--	--	--	--

THETA-EPS

JS5	JS6	JS7	JP1	JP2	JP3	
-----	-----	-----	-----	-----	-----	
JS5	0.23	--	--	--	--	
JS6	--	0.25	--	--	--	
JS7	--	--	0.64	--	--	
JP1	--	--	--	0.33	--	
JP2	--	--	--	--	0.28	
JP3	--	--	--	-0.10	--	0.19
JP4	--	--	--	--	--	--

THETA-EPS

JP4	-----
JP4	0.42

THETA-DELTA-EPS

IM1	IM2	IM3	IM4	IM5	IM6
-----	-----	-----	-----	-----	-----
OSE1	--	--	--	--	--
OSE2	--	--	--	--	--
OSE3	--	--	--	--	--
OSE4	--	--	--	--	--
OSE6	0.11	--	--	--	--

THETA-DELTA-EPS

IM7	IM8	JS1	JS2	JS3	JS4
-----	-----	-----	-----	-----	-----
OSE1	--	--	--	0.13	--
OSE2	--	--	--	--	--
OSE3	--	--	--	--	--
OSE4	--	--	--	--	--
OSE6	--	--	-0.07	--	--

THETA-DELTA-EPS

JS5	JS6	JS7	JP1	JP2	JP3
-----	-----	-----	-----	-----	-----
OSE1	--	--	--	--	--
OSE2	--	--	--	--	--

```

OSE3  --  --  --  --  --  --
OSE4  --  --  --  --  --  --
OSE6  --  --  --  --  --  --

```

THETA-DELTA-EPS

JP4

```

-----
OSE1  --
OSE2  --
OSE3  --
OSE4  --
OSE6  --

```

THETA-DELTA

```

OSE1  OSE2  OSE3  OSE4  OSE6
-----
0.42  0.28  0.35  0.33  0.37

```

Regression Matrix ETA on KSI (Standardized)

```

OSE
-----
IM   0.79
JS   0.71
JP   0.69

```

Time used: 0.047 Seconds

Diagram Faktor Loading

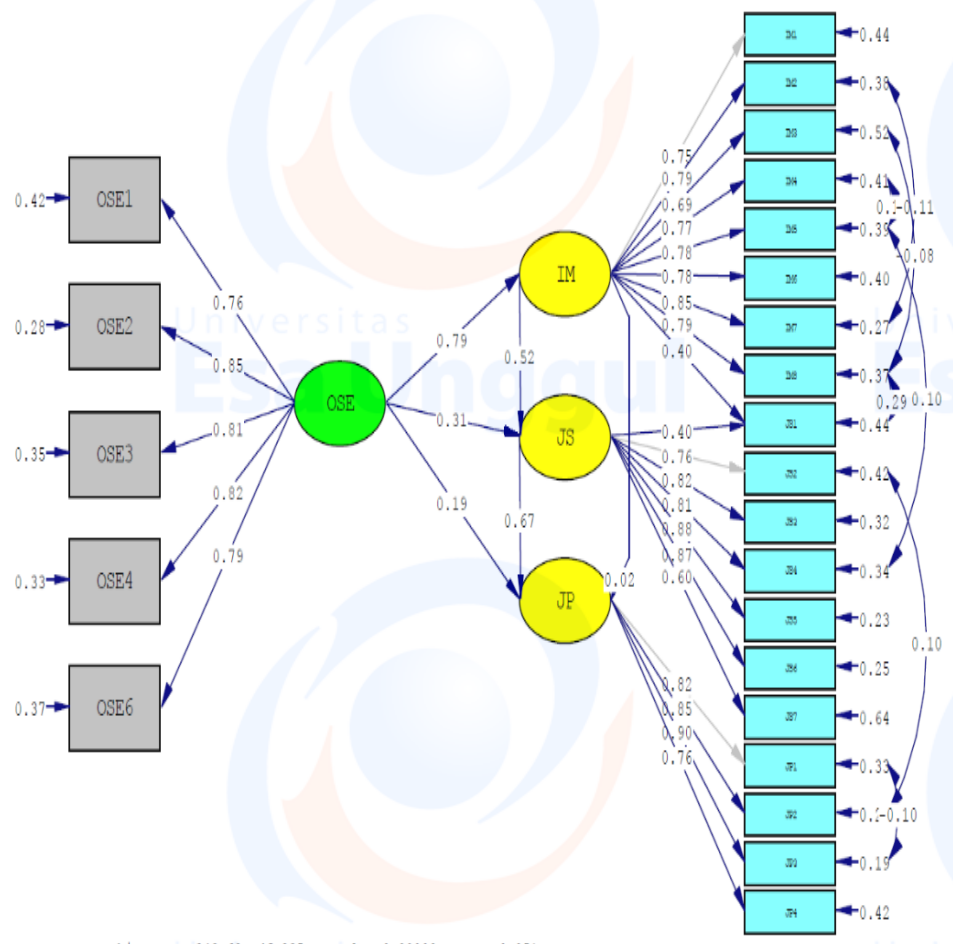
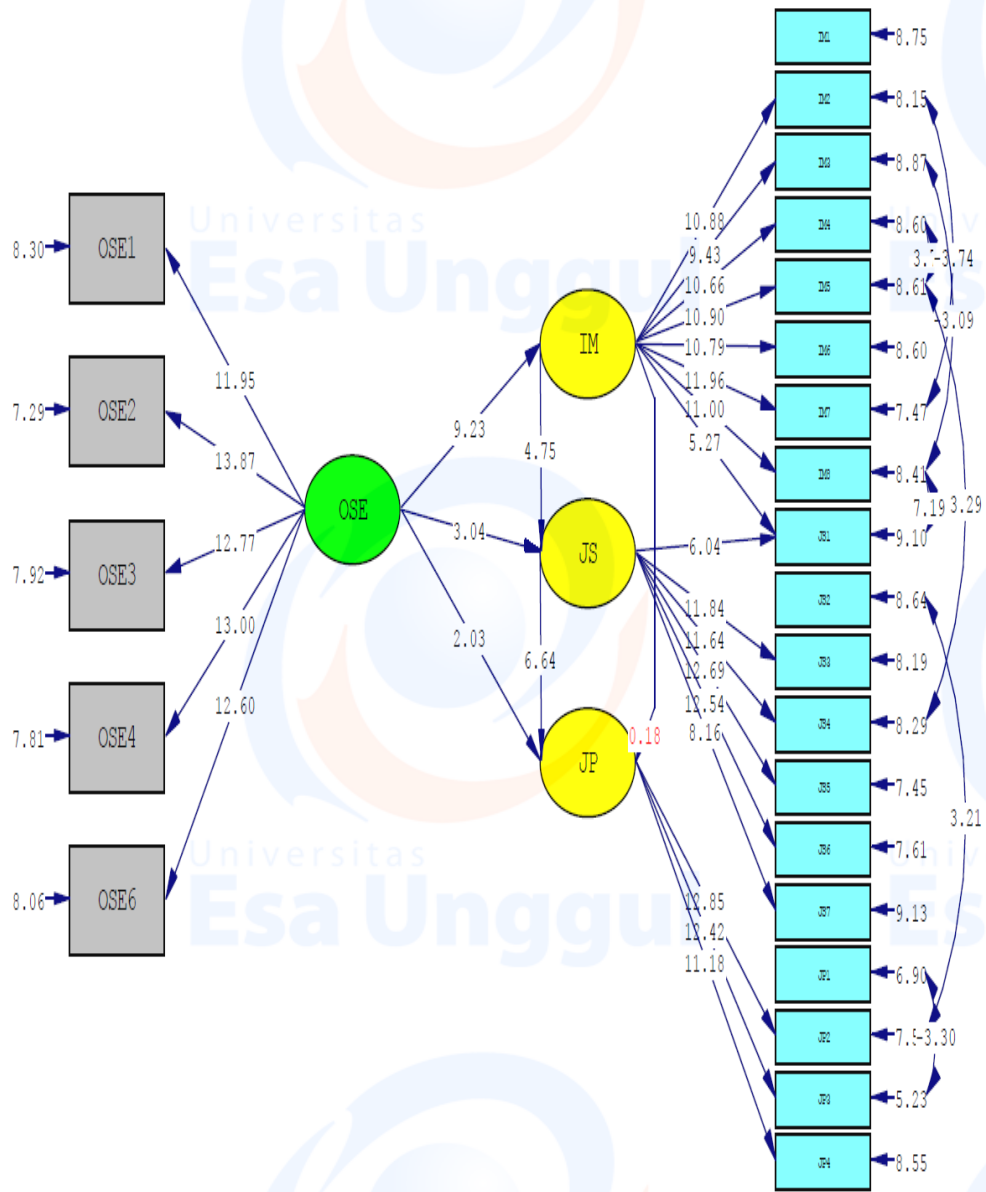


Diagram T-Value (Path Analysis)



Chi-Square=343.69, df=235, P-value=0.00000, RMSEA=0.051

Tabel 2: Hasil Analisis Goodness of Fit

Group	Indicator	Value	Keterangan
1	Degrees of Freedom	235	Close Fit
	Minimum Fit Function	370,93	
	Chi-Square		
	Normal Theory WLS	343,69	
	Chi-Square		
	NCP	108,69	
Confidence Interval	(63,17:162,20)		
2	RMSEA	0,051	Good Fit
	Confidence Interval	(0,039;0,062)	
	P Value	0,44	
3	ECVI Model	2,65	Good Fit
	ECVI Saturated	3,35	
	ECVI Independence	74,78	
4	AIC Model	473,69	Good Fit
	AIC Saturated	600,00	
	AIC Independence	13385,70	
	CAIC Model	746,23	
	CAIC Saturated	1857,89	
	CAIC Independence	13486,33	
5	NFI	0,97	Good Fit
	NNFI	0,99	
	PNFI	0,83	
	CFI	0,99	
	IFI	0,99	
	RFI	0,97	
6	Critical N	140,15	Good Fit
7	RMR	0,063	Marginal Fit
	SRMR	0,046	
	GFI	0,86	
	AGFI	0,82	
	PGFI	0,68	

Tabel 3: T-Value (Path Analysis)

VARIABEL	INDIKATOR	FAKTOR LOADING	ERROR	\sum Faktor Loading	$(\sum \text{Faktor Loading})^2$	\sum Error	CR	\sum (Faktor Loading) ²	VE (Variance Extracted)
Occupational Self-efficacy	OSE1	0.76	0.42	4.03	16.24	1.75	0.90	3.25	0.65
	OSE2	0.85	0.28						
	OSE3	0.81	0.35						
	OSE4	0.82	0.33						
	OSE6	0.79	0.37						
Intrinsic Motivation	IM1	0.75	0.44	6.20	38.44	3.18	0.92	4.82	0.60
	IM2	0.79	0.38						
	IM3	0.69	0.52						
	IM4	0.77	0.41						
	IM5	0.78	0.39						
	IM6	0.78	0.4						
	IM7	0.85	0.27						
	IM8	0.79	0.37						
Job satisfaction	JS1	0.4	0.44	5.14	26.42	2.64	0.91	3.96	0.60
	JS2	0.76	0.42						
	JS3	0.82	0.32						
	JS4	0.81	0.34						
	JS5	0.88	0.23						
	JS6	0.87	0.25						
	JS7	0.6	0.64						
Job Performance	JP1	0.82	0.33	3.33	11.09	1.22	0.90	2.78	0.70
	JP2	0.85	0.28						
	JP3	0.9	0.19						
	JP4	0.76	0.42						

Lampiran 6: Cek Plagiarisme

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Lampiran 7: Artikel Jurnal

a. Author informatin

**When Occupational Self Efficacy And Intrinsic Motivation Influence
on Job Satisfaction and Job Performance**

**Unggul Kustiawan¹
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/
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Wesli Panjaitan, STh. is a Postgraduate candidate in the faculty of economic and business, Esa Unggul University, Jakarta, Indonesia. His research focuses on Occupational Self Efficacy, Intrinsic Motivation, Job Satisfaction and Job Performance.

b.Chek Plagiarisme

When Occupational Self Efficacy and Intrinsic Motivation Influence on Job Satisfaction and Job Performance

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21st August, 2021
Dear Editor in Chief,
International Journal of Public Sector Performance Management

Please find enclosed my manuscript entitled "When Occupational Self Efficacy And Intrinsic Motivation Influence on Job Satisfaction and Job Performance" which I request you to consider for publication as a Research Paper in the International Journal of Public Sector Performance Management.

This study seeks to determine the effect of occupational self-efficacy on intrinsic motivation, job satisfaction, and job performance. In addition, the influence of intrinsic motivation on job satisfaction and job performance. This research is a descriptive quantitative study made using the structural equation modeling (SEM) Lisrel method. This research revealed that there is a positive influence between occupational self-efficacy and intrinsic motivation, job satisfaction, and job performance. Then it also proves that there is a positive influence between intrinsic motivation on job satisfaction but not on job performance.

I believe that the findings of this study are relevant to the scope of your journal and will be of interest to its readership. I have approved the manuscript and agree with submission to the International Journal of Public Sector Performance Management. There are no conflicts of interest to declare.

This manuscript has not been published elsewhere and is not under consideration by another journal. I look forward to hearing from you at your earliest convenience.

Sincerely,
Wesli Panjaitan
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When Occupational Self Efficacy and Intrinsic Motivation Influence on Job Satisfaction and Job Performance

Abstract: This study aims to determine the effect of occupational self-efficacy on intrinsic motivation, job satisfaction, and job performance. In addition, the influence of intrinsic motivation on job satisfaction and job performance. This research is a descriptive quantitative study made using the structural equation modeling (SEM) Lisrel method. Data collection was used by distributing online questionnaires. The population of this study is employees of private companies in the areas of Jakarta, Bogor, Depok, Tangerang, and Bekasi (Jabodetabek). The sampling method used is purposive sampling with criteria that have worked for 2 years and over. The results of this study prove that there is a positive influence between occupational self-efficacy and intrinsic motivation, job satisfaction, and job performance. Then it also proves that there is a positive influence between intrinsic motivation on job satisfaction but not on job performance.

Keywords: Occupational self-efficacy, intrinsic motivation, job satisfaction, job performance.

1 Introduction

In today's world of work, increasing the motivation of workers has become the norm for companies, where human resource development strategies are emphasized on aspects of increasing employee motivation, in addition to motivation there are also occupational self-efficacy factors that affect job performance improvements for employees (Cetin & Askun, 2018). One important aspect of motivation is intrinsic motivation, because intrinsic motivation along with occupational self-efficacy can increase a person's innovative behavior (Klaeijns, Vermeulen, & Martens, 2018). Then it is known that occupational self-efficacy has an important effect on the success of a worker's career (Smidt, Kammermeyer, Roux, Theisen, & Weber, 2018). In the end, occupational self-efficacy and intrinsic motivation are important variables for increasing job performance and job satisfaction of workers (Burić & Moe, 2020; Cetin & Askun, 2018; Islam & Ahmed, 2018; Khalid, 2020; Moon, Youn, Hur, & Kim, 2018; Shin, Hur, Moon, & Lee, 2019).

An individual with high occupational self-efficacy will have high intrinsic motivation which will increase their level of involvement in work (Liu & Huang, 2019). Then occupational self-efficacy and working environment affect the motivation of workers (Tannady, Erlyana, & Nurprihatin, 2019). Furthermore, occupational self-efficacy has an influence on occupational stress (Sharma & Marwaha, 2020), with increasing occupational stress it will have an impact on decreasing job performance of workers (Nisar & Rasheed, 2020). In addition, occupational self-efficacy increases job satisfaction and reduces job stress (Troesch & Bauer, 2017), with increasing job satisfaction, job performance will increase (Dinc, 2017; Kishen et al., 2020; Syah et al., 2021).

Then related to intrinsic motivation, it is known to mediate job satisfaction (Gheitani et al., 2019). In addition, motivation both intrinsically and extrinsically will affect job satisfaction and also affect job performance (Riyanto, 2017). Other research explains that transformational leadership will have higher intrinsic motivation, this will improve employee performance and increase employee contributions in achieving company goals (Nguyen et al., 2019).

Previous studies have explained the relationship between occupational self-efficacy and motivation, job satisfaction and job performance. However, there are still few studies that explain the effect of occupational self-efficacy on intrinsic motivation, job satisfaction and job performance, as well as the relationship between intrinsic motivation on job satisfaction and job performance simultaneously in the context of company employees in the Greater Jakarta area, Indonesia.

Therefore, this study aims to determine intrinsic motivation, the effect of occupational self-efficacy on job satisfaction and job performance. Then added with the influence of intrinsic motivation on job satisfaction and job performance. Then in the end is the effect of job satisfaction on job performance.

2 Literature review

2.1 Occupational Self-Efficacy

Self-efficacy is a belief of a person to be successful in a certain situation, where this self-efficacy will be related to the willingness of a person to struggle and survive in a situation until they are successful where it is closely related to mind and motivation (Rhew, Piro, Goolkasian, & Cosentino, 2018). Then occupational self-efficacy can be defined as a person's perceived competence related to the ability to succeed in fulfilling the tasks that must be completed in the job (Rigotti, Schyns, & Mohr, 2008)

Furthermore, related to the relationship between self-efficacy and occupational self-efficacy, there are various kinds of self-efficacy in specific circumstances such as content-specific self-efficacy, task-specific self-efficacy and process self-efficacy, while occupational self-efficacy has a wider scope where individuals have to deal with various kinds of people, working with different job specifications, in different positions and can be compared with various job outcome variables (Spurk & Abele, 2014).

The variables of the job outcome include job performance and job satisfaction, so that occupational self-efficacy will be closely related to the beliefs of individuals in their ability to successfully do a job and overcome various challenges related to the job (Tomas, Maslic Sersic, & De Witte, 2019). In this study, occupational self-efficacy is defined as a person's belief in his abilities to successfully do a job and be able to overcome various kinds of challenges related to work.

2.2 Intrinsic Motivation

Ryan & Deci (2020) explained that in self-determination theory, motivation is divided into three, namely amotivation, intrinsic motivation and extrinsic motivation. Regarding intrinsic motivation, it can be defined as an innate tendency to develop one's capacity, to seek something new and challenging, as well as to explore and to learn (Cetin & Askun, 2018). Furthermore, intrinsic motivation is an activity carried out for their own benefit or related to interest and pleasure in doing these activities (Deci & Ryan, 2000).

So intrinsic motivation is related to the reason for taking an action because of an internal impulse, such as pleasure to help those in need, showing affection for others, making others better, being accepted as they are or finding a partner who is willing to commit (Sheldon, Arndt, & Houser-Marko, 2003). In this study, intrinsic motivation is defined as an impulse from within humans to carry out an activity because it is for their own benefit, from within themselves related to interest and pleasure in the activity.

2.3 Job Satisfaction

Employee satisfaction is an important topic in the area of human resource research, some people love to work, they find work an important part of their lives, while some people find work unpleasant and

they do it just because they feel they have to do it (Jamal Ali & Anwar, 2021). Then, job satisfaction can be defined as how far employees can be satisfied with their jobs (Eliyana, Ma'arif, & Muzakki, 2019; Furnham, Eracleous, & Chamorro-Premuzic, 2009)

In addition, job satisfaction can be defined as a pleasant or positive emotional state as a result of the assessment of a job or experience with job experiences (Culibrk, Delic, Mitrovic, & Culibrk, 2018). In addition, job satisfaction is not only related to the assessment or experience of a job, but also the degree to which individuals are aware of psychological satisfaction and physical rewards which involve overall emotional and cognitive evaluations, such as rewards, satisfaction, dissatisfaction, and frustration. that they find within themselves (Kim & Choi, 2018).

2.4 *Job Performance*

Job performance refers to the implementation of tasks assigned to someone, what they do in doing a job, how they complete a task that is called performance, while job performance itself is a reflection of the ability of workers to complete the expectations desired by the company (Darvishmotevali & Ali, 2020).

In addition, performance is also defined as a behavior or activity under individual control that refers to the capabilities and relevant organizational goals, where currently job performance refers to task and contextual performance, task performance refers to the ability of workers to carry out in accordance with the job description, while contextual performance refers to the contribution of workers that exceeds the technical obligations required by the company, in order to help the company achieve its goals (Lado & Alonso, 2017)

In this study, the variables used to measure job performance were adopted from Cetin & Aşkun (2018) referring to task performance, namely the ability of workers to carry out tasks in accordance with job descriptions and other standard requirements, such as being thorough in doing assignments, having high quality work results. and reports submitted are reliable and trustworthy.

3 **Hypothesis Development**

3.1 *The Effect of Occupational Self-Efficacy on Intrinsic Motivation*

Employees who have high self-efficacy will feel that they have the ability to achieve success in carrying out tasks that are in their job functions (Rigotti et al., 2008) this will lead to an increase in employee intrinsic motivation in carrying out an activity, because the employee believes that he will get pleasure in doing activities in the job because by completing the job well, then he will get benefits and pleasure for the employee himself (Deci & Ryan, 2000).

Previous studies have proven that increasing occupational self-efficacy will increase intrinsic motivation (e.g. Çetin & Aşkun, 2018; Klæjnsen et al., 2018). This is supported by other studies such as that conducted by Bande et al. (2016) explained that servant leadership will increase the self-efficacy of workers in doing work, then it will increase the intrinsic motivation of workers. Then the following hypothesis is proposed:

H1. Occupational self-efficacy has a positive effect on intrinsic motivation

3.2 *The Effect of Occupational Self-Efficacy on Job Satisfaction*

Employees with high occupational self-efficacy will have confidence in the success of the work carried out (Rhew et al., 2018), employees with a high level of confidence in success will get high

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positive emotions towards their work. Meanwhile, the higher the positive emotions, the higher the job satisfaction (Ćulibrk et al., 2018), so that high occupational self-efficacy will increase job satisfaction.

Self-efficacy will increase job satisfaction, organizational commitment, motivation and job involvement, besides self-efficacy will positively affect job involvement mediated by job satisfaction and motivation (Demir, 2020). Furthermore, self-efficacy and work engagement have a positive effect on job satisfaction (Li, Wang, Gao, & You, 2017). Then, job strain and occupational self-efficacy have a positive effect on job satisfaction (Maggiore, Johnston, & Rossier, 2016). Then the following hypothesis is proposed:

H2. Occupational self-efficacy has a positive effect on job satisfaction

3.3 *The Effect of Occupational Self-Efficacy on Job Performance*

Workers with high occupational self-efficacy will be more willing to stay in their jobs because they believe they have the ability to succeed (Rhew et al., 2018; Rigotti et al., 2008), this will have a positive effect on the ability of workers to complete tasks given by the company or the job performance of workers (Darvishmotevali & Ali, 2020). For workers from various organizations in Turkey, occupational self-efficacy has been shown to have a positive effect on job performance (Çetin & Aşkun, 2018). Then along with work engagement, self-efficacy has been shown to have a positive effect on job performance (Carter, Nesbit, Badham, Parker, & Sung, 2018). In addition, work engagement and self-efficacy act as mediators of the relationship between organizational culture and job performance (Song, Chai, Kim, & Bae, 2018). So, we put forward the following hypothesis:

H3. Occupational self-efficacy has a positive effect on job performance

3.4 *The Influence of Intrinsic Motivation on Job Satisfaction*

Intrinsic motivation as an encouragement from within the employee itself related to interest or pleasure (Deci & Ryan, 2000), will result in an increase in job satisfaction from a worker. This is of course because if the motivation from within employees such as wanting to develop capacity, looking for something new and challenging, exploring and learning (Çetin & Aşkun, 2018) is high, this will certainly increase the level of satisfaction of workers with their work (Eliyana et al., 2019; Furnham et al., 2009). Or in other words, workers will be more satisfied with their jobs that match the interests and pleasures of the workers.

This is supported by previous research that explains the direct effect of motivation and leadership on job satisfaction (Paais & Pattiruhu, 2020; Sidabutar et al., 2020). In addition, Islamic work ethic on job satisfaction, where intrinsic motivation acts as a mediator in This relationship (Gheitani et al., 2019) Other research explains that the variables that make up intrinsic motivation such as achievement, job security, job responsibility, and work itself have a positive influence on intrinsic motivation (Raza et al., 2015). we put forward the following hypothesis:

H4. Intrinsic motivation has a positive effect on job satisfaction

3.5 *The Influence of Intrinsic Motivation on Job Performance*

With the motivation, or encouragement either from outside or from within, employees will be able to carry out the tasks assigned by the company better. The higher the motivation that exists within the employee, the higher the performance of the employee will be. This is evident from several previous studies which explain that motivation has a positive influence on job performance and job satisfaction (Carvalho et al., 2020). Then it was found that intrinsic motivation directly affects job performance, and mediates the relationship between job security and job performance (Shin et al., 2019). In addition, intrinsic motivation also has a direct effect on job performance, and mediates the relationship between

occupational self-efficacy and job performance (Çetin & Aşkun, 2018). Thus, the following hypothesis is proposed:

H5. Intrinsic motivation has a positive effect on job performance

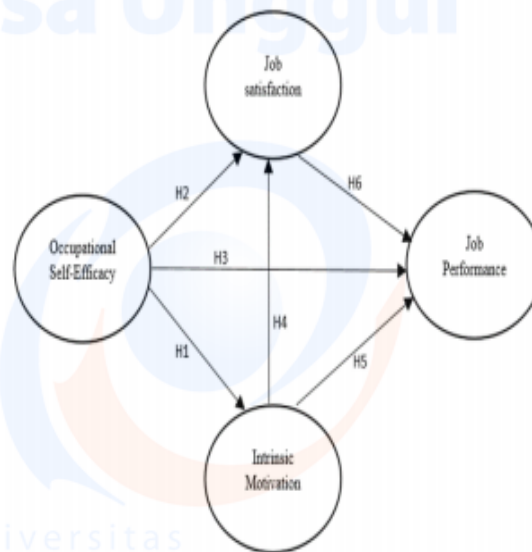
3.6 The Influence of Job Satisfaction on Job Performance

The more satisfied employees are with their work, the more things they find enjoyable in their work. This will result in them working well, so that it will increase the ability of workers to carry out the tasks assigned by the company to them. Previous studies confirm this condition, for example Loan (2020) explains that organizational commitment mediates the relationship between job satisfaction and job performance, and the relationship between organizational commitment and job performance is mediated by job satisfaction. Then Yang et al. (2021) explains that job stress and job satisfaction have a positive influence on job performance. Furthermore, Syamsir (2020) dan Kishen et al. (2020) explains the positive influence of competence and job satisfaction on job performance. Therefore, we propose the following hypothesis:

H6. Job satisfaction has a positive effect on job performance

Based on the above hypothetical framework, the research model can be described as shown in Figure 1 below:

Figure 1 Research Model Framework



4 Research methodology

Collecting data using a survey method by distributing online questionnaires. Measurements were carried out using a Likert scale with a scale of 1 – 7 (1 = strongly disagree and 7 = strongly agree) to provide an opportunity for respondents to be able to choose according to their specific wishes. Data collection time was carried out from June to August 2021.

For the measurement of Occupational self-efficacy variables; consists of 6 questions adopted from (Tomas et al., 2019). Intrinsic motivation variable; consists of 8 Questions adopted from (Sheldon et al., 2003). Job satisfaction variable consists of 7 questions adopted from Yancey (2009). Job performance variable consists of 4 questions adopted from Cetin & Askun (2018).

The respondents of this study were purposive sampling (purposive sampling) in Indonesia with the sample criteria were private employees who worked in the Greater Jakarta area (Jakarta, Bogor, Depok, Tangerang, Bekasi) who had worked for more than 2 years. initial questionnaire (pretest) to 30 respondents. And in the next study, further questionnaires were distributed to 160 respondents, namely at least five times the number of questions. The research was conducted quantitatively using the SEM (Structural Equation Model) method, while data processing and analysis used IBM SPSS 24 and Lisrel 8.8 software.

The researcher conducted a factor analysis to test the validity and reliability with SPSS 24. The validity test was carried out by looking at the measurement values of Kaiser-Meyer-Olkin (KMO) and Measure of Sampling Adequacy (MSA). The results of the KMO (0.618 to 0.796) and MSA (0.580 to 0.905) values are greater than 0.5, which means that the factor analysis is appropriate. The reliability test uses Cronbach's Alpha measurement where the results are (0.803 to 0.917), because the closer to 1, the better (Hair et al., 2014).

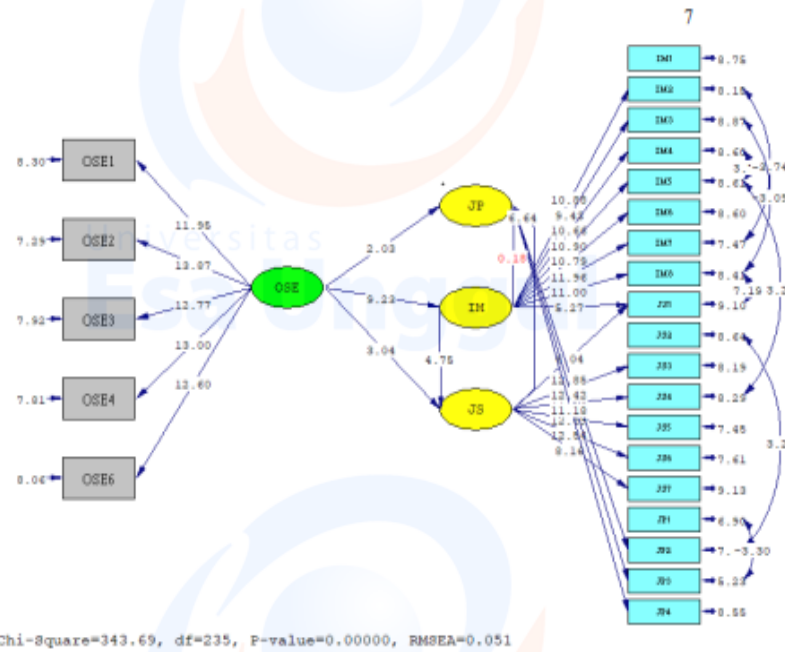
5 Data analysis and results

From the results of testing on 160 respondents, it was found that 64% consisted of men and 36% women, with an age range of 43% under 25 years, 24% between 26 to 35 years, and 33% between 36-45 years. Most of them have S1 education, namely 49%, S2 24%, SMK/SMA equivalent 15%, D1/D2/D3 11% and the rest S3 (1%). In addition, 83% worked more than 2 years and 17% worked under 2 years. The demographic data of the respondents.

The indicator for each variable has a loading factor of more than 0.50, which is in accordance with Hair et al. (2014) which says that the measurement of construct validity can be accepted and declared valid if all loading factors are above 0.50. The results of the calculation of construct reliability (CR) and variable extracted (VE) found that Occupational Self-efficacy (CR = 0.90; VE = 0.65), intrinsic motivation (CR = 0.92; VE = 0.60), job satisfaction (CR = 0.91; VE = 0.60), job performance (CR = 0.90; VE = 0.70), can be said to meet the overall requirements which are in accordance with Hair et al. (2014) that the value of construct reliability must meet the reliability requirements with CR above 0.60 and VE value above 0.50.

From the analysis of the suitability test, most of them showed a good match including $\chi^2/df = 1.46$; degrees of freedom = 235; Chi Square = 343.69; RMSEA = 0.051; ECVI = 2.65; AIC = 473.69; CAIC = 746.23; NFI = 0.97; Critical N = 140.15 and GFI = 0.86. Thus, there is a goodness of fit for the whole model, although some are at the marginal fit level, the complete data can be seen in Appendix 8 and the results are as depicted in the PATH diagram in Figure 2. and a hypothesis testing model can be presented as in Table 1.

Figure 2 Path Diagram



Based on the hypothesis test table above, T-Value values that exceed 1.96 exist in all hypotheses except for hypothesis 5. Therefore, the data in this study supports the H1, H2, H3, H4, and H6 hypotheses. But it does not support hypothesis H5.

Table 4 Final testing of hypothesis

Value	Hypothesis Statement	T-value	Description
H1	Occupational self-efficacy has a positive effect on intrinsic motivation	9,23	The data support the hypothesis
H2	Occupational self-efficacy has a positive effect on job satisfaction	3,04	The data support the hypothesis
H3	Occupational self-efficacy has a positive effect on job performance	2,03	The data support the hypothesis
H4	Intrinsic motivation has a positive effect on job satisfaction	4,76	The data support the hypothesis
H5	Intrinsic motivation has a positive effect on job performance	0,18	The data do not support the hypothesis
H6	Job satisfaction has a positive effect on job performance	6,64	The data support the hypothesis

6 Discussion

This study explains the effect of occupational self-efficacy on intrinsic motivation, job satisfaction and job performance. In addition, the influence of intrinsic motivation on job satisfaction and job performance. Then the last is the effect of job satisfaction on job performance.

Occupational self-efficacy has been shown to have a positive effect on intrinsic motivation. This means that self-efficacy variables such as the calmness of employees when facing difficulties, because of their belief in their abilities or the belief of employees that they can overcome obstacles at work, will increase intrinsic motivation in employees such as encouragement from within employees to contribute. for the lives of others and to show affection for others. The findings in this study are in agreement with previous findings (e.g. Bande et al., 2016; Çetin & Aşkun, 2018; Klaeijsen et al., 2018).

Occupational self-efficacy in this study proved to influence job satisfaction. This shows that the employee's belief in his competence in completing the task will have a positive effect on the pleasant emotional state that employees have towards their work. This finding is in accordance with previous findings, such as the finding of Demir (2020) which explains that self-efficacy affects job satisfaction and mediates the relationship between job involvement and job satisfaction. In addition, according to research from Li et al. (2017) about the positive influence of self-efficacy and work engagement on job satisfaction.

Then, Occupational self-efficacy was found to influence job performance. This shows the employee's belief that he or she can be successful at work has a positive effect on the ability of workers to carry out tasks according to job descriptions or other standard requirements as requested by the company. This is in accordance with previous studies (e.g. Carter et al., 2018; Çetin & Aşkun, 2018; Song et al., 2018).

Furthermore, for the intrinsic motivation variable that affects job satisfaction, this shows that internal motivation such as the desire to help what is needed or the desire to show affection to others. Will increase positive emotions that satisfy employees in their work, as well as the ability of workers to carry out the tasks assigned by the company. This is in accordance with previous studies for the positive effect of intrinsic motivation on job satisfaction (e.g. Eliyana et al., 2019; Furnham et al., 2009; Gheitani et al., 2019; Paais & Pattiruhu, 2020) as well as for the positive influence from intrinsic motivation to job performance (e.g. Loan, 2020; Syamsir, 2020; Yang et al., 2021).

Specifically, in this study, it was found that intrinsic motivation had no positive effect on job performance. According to the researcher's observations, this is influenced by the values held by young respondents, namely 43% under the age of 25 years, where in this generation everything is judged by how much material is obtained from the work, or in other words that the Job Performance of the workforce aged these young people are more influenced by job satisfaction, namely satisfaction in the form of income which is considered quite satisfactory.

The more satisfied employees are in their work, the more enjoyable they feel. This will encourage them to work well, so that it will improve employee performance to carry out the tasks assigned by the company to them more diligently and better. Previous studies confirm this condition, for example Loan (2020) explains that organizational commitment mediates the relationship between job satisfaction and job performance. So, it can be understood that what increases the job performance of employees in this study is not intrinsic motivation but is more determined by job satisfaction in the form of income or wages received.

7 Conclusion

The results of this study prove that there is a positive influence between occupational self-efficacy and

intrinsic motivation, job satisfaction and job performance. Then it also proves that there is a positive influence between intrinsic motivation on job satisfaction but not on job performance. And in the end job satisfaction proved to have a positive effect on job performance.

Furthermore, this research has many limitations, including this research still only looks at one variable in motivation, namely intrinsic motivation, even though there are variables that need to be known in relation to occupational self-efficacy, for example, extrinsic motivation and amotivation variables. So that further research needs to consider determining the effect that occurs between occupational self-efficacy with extrinsic motivation and amotivation variables.

Another limitation is on the variable of occupational self-efficacy, a worker not only has occupational self-efficacy, but also has variables such as task specific self-efficacy and process self-efficacy. These variables also need to be considered in future research, how they relate to the motivation of workers. Then the next limitation is on the job performance variable, this study only considers job performance in terms of task performance. So, it needs to be considered further to consider contextual performance in further research.

The managerial implications of this research are as follows, to increase the intrinsic motivation, job satisfaction and job performance of workers, company leaders need to increase occupational self-efficacy, such as by providing training so that the competence of the workers increases, by increasing the competencies possessed. by company workers, automatically the occupational self-efficacy of employees will increase so that it has a positive effect on employee performance.

Then to increase job satisfaction, managers can make efforts to increase the intrinsic motivation of employees such as instilling confidence in the importance of making positive contributions to others. Meanwhile, to improve job performance, managers can take actions to increase job satisfaction, such as providing rewards in accordance with the performance of employees, appreciating employees and showing good examples of the values to be applied in front of employees.

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Lampiran 8 : Sekilas Biodata Penulis



Wesli Panjaitan, dilahirkan di Avros Tebing Tinggi - Sumatera Utara, 23 Juni 1973. Sebagai anak keempat dari tujuh bersaudara dari pasangan Bapak Walter Panjaitan dan Ibu Lamria Parange Napitupulu. Penulis dari sejak kecil sudah dibentuk dan dituntut menjadi karakter serta pribadi yang mandiri. Penulis pernah menempuh pendidikan di SDN Avros, Kecamatan Tebing Tinggi, dan melanjutkan ke jenjang SLTP di SMP Negeri 2 Kota Madya Tebing Tinggi Deli Sumatera Utara, serta SLTA di STM Surya Nusantara Kota Madya Tebing Tinggi Deli Sumatera Utara. Gelar Sarjana diperoleh penulis dari Jurusan Theologia Sekolah Tinggi Theologia HKBP Pematang Siantar. Sejak lulus STM penulis sudah banyak menjalani pekerjaan berbagai bidang, baik bekerja di perusahaan asing dan juga wiraswasta, hingga kemudian memutuskan untuk kuliah mengambil jurusan Theologia.

Saat ini Penulis berkarya dalam bidang keagamaan. Minat yang tinggi akan manajemen dan penguatan kapasitas organisasi serta keinginannya untuk selalu belajar, telah mendorong penulis melanjutkan pendidikannya ke jenjang pasca sarjana pada program studi Magister Manajemen di Fakultas Ekonomi dan Bisnis Universitas Esa Unggul dan telah menulis tugas akhir dengan Judul:

Ketika Occupational Self Efficacy Dan Intrinsic Motivation Berpengaruh Pada Job Satisfaction Dan Job Performance

Dengan mengucap syukur kepada Tuhan Yang Maha Esa, Penulis berharap agar tulisan/tugas akhir ini dapat memberikan manfaat bagi banyak pihak dan kontribusi positif pada bidang keilmuan, khususnya manajemen.