

The Effect of Training and Motivation on Job Satisfaction Through Employee Self-Efficacy at the Regional Secretariat of Bantaeng Regency

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Abstract

The objectives of the study include 1) To determine and measure the level of influence of training on self-efficacy in employees, 2) To determine and measure the level of influence of motivation on self-efficacy in employees, 3) To determine and measure the level of influence of self-efficacy on job satisfaction in employees, 4) To determine and measure the level of influence of training on job satisfaction through self-efficacy in employees, 5) To measure the level of influence of motivation on job satisfaction through self-efficacy in employees. The research method used in this study is a survey method using a quantitative approach, namely by focusing on hypothesis testing on the population of employees at the regional secretariat of Bantaeng Regency. Determination of the sample in the population is done by the census method. The number of pieces is 50 respondents. Data was collected by distributing questionnaires, interviews, and direct observation. The data obtained were then analyzed using quantitative descriptive analysis techniques that utilize the SPSS program and the Multiple Linear Regression analysis method. The results of these studies indicate several things, among others; (1) training has a positive and significant direct effect on efficacy as much as 42.6%, (2) motivation has a positive and significant direct effect on self-efficacy as much as 17.2%, (3) training has a positive and significant effect on job satisfaction through self-efficacy up to 42%, (4) motivation has a positive and significant effect on job satisfaction through self-efficacy as much as 11.7%, (5) Then self-efficacy has a direct and positive effect on job satisfaction as much as 20.6%. The actual influence given by the training variable (X1) on the job satisfaction variable (Y2) through the self-efficacy intervening variable (Y1) is 50.6%, where the direct influence is 42%, and the indirect effect is 8.6%. Then the real influence given by the motivation variable (X2) on the job satisfaction variable (Y2) through the self-efficacy intervening variable (Y1) is 15.2%, where the total direct effect is 11.7%, and the indirect effect is 3.5%.

Keywords

Training, Motivation, Self-Efficacy, and Job Satisfaction

1. Introduction

Human resources (HR) are the most critical assets in the company because their roles and functions are the subjects that operate the company's policies, programs, and activities. Other essential resources owned by a company include capital, methods, management, and machines. These resources will not run optimally if they are not supported by human resources who have good performance. Reveals that training and development are always carried out by recruits or workers, both new and old, to improve employee performance (Anwar 2021; Arfan 2021).

In achieving performance that can provide satisfaction, professionalism and skills are needed to be realized, which of course requires various stages or processes that must be carried out. Some consider education from formal institutions to be still not effective in achieving the skills and professionalism of employees. Therefore, the development of human resources for employees (employees) can be further improved with appropriate education and training to assist in the task or work and follow the organization's needs. Argues that HR management can be interpreted as increasing the efficiency of HR in an agency (company) (Sam et al. 2019; Hamiru et al. 2019; Rachman et al. 2019; Yusuf et al. 2019; Kembauw et al. 2021). Training is a process carried out with the intention that someone can acquire skills in a particular field. It can help the organization achieve goals and is an educational process related to internal learning activities to improve abilities other than those outside of the existing formal education. It is carried out quickly and uses methods that focus on practice compared to theory. Therefore, training can be interpreted as a process carried out in preparing employees to gain specific knowledge that is easily understood by employees so that it can be applied to their current job.

In addition to training, the self-motivation of employees (employees) also plays an essential role in implementing the management function of a company. Greenberg argues that motivation is generating, directing, and stabilizing behavior from a specific goal. Therefore, with the increasing self-motivation of an employee, it will undoubtedly affect an employee's skills, enthusiasm, and maturity to realize the organizational goals to be achieved (Tamsah 2021, Sahid et al. 2020).

Related to this, then one of the things that can encourage work motivation of an employee or employee is the method of providing compensation. Compensation is any form of payment or reward given to an employee that results from the employee's employment (Tamsah 2021, Ansar, et al 2021.; Ahdan et al. 2019). The provision of compensation can improve the performance of employees (employees) because, with the emergence of attention from companies with rational and fair compensation arrangements, it is necessary to encourage employees to work better than before.

Furthermore, self-efficacy is a critical element of the self-system, which must be understood by self-efficacy, which is not just a psychological factor that directs behavior. Still, as a reference to the cognitive structure (attitude), which will determine the function of perception, evaluation and regulation or regulation of behavior (Zacharias et al. 2021). Perceived self-efficacy can predict behavior well. Still, it is also influenced by feelings of self-efficacy in general. Perceptions that arise on self-efficacy can affect what challenges must be faced and how to behave appropriately.

The Regional Secretariat of Bantaeng Regency, in carrying out the work activities contained in it, constantly strives to put pressure on all its employees to be able to obtain consistently better performance achievements. The implications of improving the performance of these employees are not only providing benefits or benefits for individual human resource development. The employees themselves also felt by the institution as an organization that functions to provide services and government in the Bantaeng Regency.

Following this background, the research title that will be carried out in this study is "The Effect of Training and Motivation on Job Satisfaction through Employee Self-Efficacy at the Regional Secretariat of Bantaeng Regency in 2020". Employee job satisfaction at the Regional Secretariat of Bantaeng Regency plays an essential role in implementing programs and achieving organizational goals, so an in-depth measurement process is needed to determine how conditions and how far training, motivation, and self-efficacy affect employee job satisfaction.

2. Literature Review

Training is an activity designed to provide skills and knowledge following students' needs to carry out work. This is further stated (Agusta 2013), where he states that it is intended to provide better skills than before following the needs of both new and long-standing employees.

From the above definition, it can be understood as an activity carried out by a company or organization in improving employees' ability (employees) by developing knowledge and skills that are applied to each employee's field of work following the needs to complete the work or task assigned.

The Latin word for "motivation" is *movere*, which means to move "to move". Therefore, motivation is defined as several reasons for wanting to take a specific step. Another opinion comes from several experts who put forward the term motivation, including: Gates: Motivation is a physiological and psychological state in a person and then regulates it in acting through specific mechanisms; Greenberg: Motivation is the process of generating, directing, and stabilizing

behavior in a direction from a specific goal; Chung and Megginson: Motivation is defined as a behavior that is intended to achieve a goal. Motivation is related to how far a person's effort is to achieve his goals.

From some of the opinions above, temporary conclusions can be drawn. Namely, motivation is defined as a psychological state found in humans and then encourages them to take any action with a specific pattern in a directed manner to achieve their goals (Munparidi 2012).

Bandura defines self-efficacy as all human thinking influenced by function or is an essential part of cognitive, social theory. Furthermore, it is explained that self-efficacy is an assessment of a person's self to the potential possessed by the self in regulating and carrying out an action needed to realize a predetermined performance. Self-efficacy is the basis for humans in motivating themselves, personal achievement, and welfare (Lubis 2008; Muharlisiani et al. 2019; Tahir and Umanailo 2019; Umanailo 2020). Self-efficacy is also one of the factors of mediator and facilitator between the relationship between the environment and one's behavior.

Citing the opinion of Rachel Jackson (Saleleng and Soegoto 2015) suggests that self-efficacy is the result of solving a problem until success is found. So self-efficacy represents a belief that we can solve the problems we experience and realize success. From some of the explanations above, the researchers found an understanding that self-efficacy is a feeling of personal or individual self-confidence possessed by a person in finding ways to complete tasks and various problems faced or carry out various necessary actions to realize its goals (Marjaya and Pasaribu 2019; Satria and Kuswara 2013).

Job satisfaction is a general attitude of a person in assessing the results of carrying out their duties (Primajaya 2017). Job satisfaction is a set of one's feelings of pleasure or displeasure with an employee's work performance (Cahyani 2017). Furthermore, assumes that job satisfaction is an emotional state of a positive or happy employee, which results from an assessment of the duties, work, and work experience of the employee. Meanwhile, according to researchers (Sultoni et al. 2018; Nath et al. 2021; Suharyanto et al. 2021; Lionardo et al. 2020), job satisfaction is the responsiveness of attitudes or emotions related to a person's work. Then revealed that job satisfaction is the emotional condition of someone happy or not happy, where the person evaluates the results of his work.

Training is an activity designed to provide skills and knowledge as needed by employees. The company plans to improve employee performance and job satisfaction for employees because they can carry out all the assigned tasks. Motivation is a psychological state that gives him the impetus to act in a focused manner to realize his goals. At the same time, job satisfaction is a general attitude of employees towards their work (Umar et al. 2019). So, it can be understood that in obtaining job satisfaction, one way to make it happen is by conducting job training for employees or employees (Sendow and Mekel; Subroto; Sarwani et al.; Marjaya and Pasaribu; Satria and Kuswara; Andi Prayogi and M Nursidin). Therefore, it can be said that one of the things that need to be done in achieving job satisfaction is to motivate employees or employees, whether it is motivation from outside (external) or motivation from within (internal).

There is a relationship or relationship between motivation and job satisfaction on employees or employees. The relationship between the three (3) variables can be identified and categorized into five (5) aspects, namely: Employees who have high skills and motivation will increase their satisfaction at work. This is because if someone has the skills and skills qualified, then that person will deepen their duties psychologically to increase his motivation to work After he successfully carries out his work, the employee can feel satisfied with the results of his work; Employees with high motivation and job satisfaction are ideal conditions for the organization and the employees themselves; Employees or employees are motivated in carrying out work that is much better than before but does not feel satisfied with what they have done. The simple reason that allows this condition to arise is that the employee needs a job and, at the same time, gets the appropriate money (salary). Salary and work depend on good performance or achievements. On the one hand, employees assume that they have the right to a higher wage (salary) for the performance and achievements given to the company, but they have not received it.

Employee performance is relatively low, but they feel satisfied with the results of their work. Companies or organizations provide everything to employees or employees according to what they expect. This condition causes employees to no more extended complaints. Still, there is no meaningful feedback provided by employees or employees to the company, so that the company suffers losses due to the situation that is not directly proportional; Employees who do not work optimally, then he also does not get a stimulus from the company. Conditions like this

make employees want to quit their jobs. In addition, the company can decide to remove an employee who does not provide benefits to both parties, both the employee and the company.

3. Methods

In this study, the approach used by researchers in this study is a quantitative approach with a survey method, namely by focusing on testing the hypothesis. This research was conducted at the regional secretariat office of the Bantaeng Regency. The time required to carry out this research is approximately 3 (three) months, starting from April to June 2020.

The population in this study were employees of the Regional Secretariat of Bantaeng Regency. This study applies the census sampling method or saturated sampling, as many as 50 (fifty) employees at the regional secretariat of Bantaeng Regency.

The source of data in this study is derived from primary data, namely direct interviews equipped with a list of questions, then using a questionnaire/questionnaire filled out by respondents as data to be tested. Another source comes from literature study by searching or studying literature, reports or documents related to training, work motivation, self-efficacy, and job satisfaction.

The techniques for analyzing and processing data in this study were carried out using multiple linear regression analysis methods and path analysis using the SPSS ver.24 for Windows program application.

4. Results

4.1 Path Analysis

Partial t-test of the effect of Training (X1) and Motivation (X2) on Self-Efficacy (Y1) (Table 1)

Table 1. T-Test

Model		Coefficients			T	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	7.113	1.379		4.298	.000
	Training (X1)	.406	.056	.426	7.044	.000
	Work Motivation (X2)	.133	.049	.172	4.717	.000

(Source: Data processing results with SPSS, 2020)

Effect of Training (X1) on Self-Efficacy (Y1); Testing was conducted in finding the significance or insignificance of the value of the regression Coefficients (b1). Following the data in table 1, it is known that the value of the regression Coefficients (b1) = 0.426 with a significance level of 0.000 which can be interpreted as significant (Sig < 0.05) and the calculated t-value > t-table (7,044 > 2,021). Therefore, it is stated that the training variable (X1) has a positive and significant influence on the self-efficacy variable (Y1). The amount of influence generated from Variable X1 to Y1 can be obtained at the standard value of the beta Coefficients, 0.426 or 42.6%. Then it is interpreted as an improvement in the training program (X1). It contributes to an increase in self-efficacy (Y1) which is 42.6%. Therefore, the high or low value of self-efficacy (Y1) was intervened by the influence of training (X1) as much as 42.6%. In comparison, the remaining 57.4% was influenced by other factors other than in the model that has been studied.

Effect of Work Motivation (X2) on Self-Efficacy (Y1; Referring to the data in table 1 where obtained Coefficients-value of regression (b2) = 0.342 significant level 0.000 means that the significant is: (Sig < 0.05) ort-value count > t-table (4717 > 2.021). Therefore, it can be stated that the working motivation variable (X2) has a positive and significant influence on self-efficacy (Y1). The amount or magnitude of influence resulting from the variable work motivation (X2) to job satisfaction (Y1) can be known following the value in standardized Coefficient's beta of 0.172 or 17.2%, which concluded that at the time of work, motivation (X2) increased, the efficacy of self (Y1) also increased by 17.2%. Therefore, high or low self-efficacy (Y1) can be influenced by work motivation (X2) as much as 17.2%. In comparison, the remaining 82.2% is influenced by factors other than factors with the model that has been studied.

Then, the determination value of R Square (R²) shows a value of 0.483 or 48.3%. This condition means that 48.3% variation in the rise or fall of self-efficacy variable (Y1) can be explained by the variation of training variables (X1) and motivation (X2). The rest of the 100-48.3 = 51.7% is then put forward on variables other than the variables that have been studied. For more details, see Table 2.

Table 2. Summary of Results of Coefficients of Determination Analysis

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1.	.491a	.483	.482	.23448
a. Predictors: (Constant), Motivation, Training				

(Source: Data processing results through SPSS, 2020)

Partial T-Test of the Effect of Training (X1), Motivation (X2) and Self-Efficacy (Y1) on Job Satisfaction (Y2) (Table 3)

Table 3. T-Test

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.140	2.741		3.699	.001
	Training (X1)	.352	.064	.420	3.217	.000
	Work Motivation (X2)	.206	.048	.117	2.278	.002
	Self-Efficacy (Y1)	.403	.054	.206	2.900	.004
a. Dependent Variable: Job Satisfaction (Y2)						

(Source: Data processing results through SPSS, 2020)

The Effect of Training on Job Satisfaction; Testing was conducted in finding significance and insignificant Coefficient's regression (b3). Based on Table 3, obtained from Coefficient's regression (b3) = 0.420 level its significance as large as 0.000, meaning significant (Sig < 0.05) and the value t-count > t-table (3,217 > 2,021). Therefore, it can be put forward if variable training (X1) has influence. positive as well significant on variable satisfaction work (Y2). Influence of variables X1 on variable Y2 viewed on the standard beta Coefficients of 0.420 or 42%, in the sense that it occurred improvement Training (X1), then increase Satisfaction Work. 42%. Thus, the ups and downs. Variable satisfaction work (Y2) was influenced by variable training (X1) by 42%, while 58% were given influence. Other factors that are outside of the model studied.

Work Motivation for Job Satisfaction; As appropriate with table 3, obtained from Coefficient's regression (b4) = 0.117 level significant 0.002 the meaning (Sig < 0.05) as well as the calculated t-value > t-table (2,278 > 2,021). Therefore, it can be put forward if variable motivation (X2) positive influence is significant on satisfaction work (Y2). Number motivational influence (X2) on variable satisfaction work (Y2) can judge from the expected value of the beta Coefficients of 0.117 or 11.7%, where if the variable motivation (X2) experienced increments, then variables job satisfaction (Y2) will come to obtain increase 11.7%. Thus, the ups and downs. Variable satisfaction work (Y2) will influence the motivation variable (X2) of 11.7%, while the remaining 88.3% is influenced by another outside model researched.

Effect of Self-Efficacy (Y1) on Job Satisfaction (Y2); According to table 3 above, then obtained information if Coefficient's regression (b5) = 0.206 to the level 0.003 in the sense of significance (Sig < 0.05). Therefore, take it efficacy variable self (Y1) give influence that is positive and significant to job satisfaction (Y2). Number influence generated by variable Y1 against variable Y2 can be visible through value on standardized beta Coefficients generated 0.206 or 20.6%. Things this interpreted if every efficacy self (Y1) experience improvement, then it will impact against increase satisfaction work (Y2) 20.6%. Therefore, high, or low job satisfaction (Y2) is influenced by self-efficacy

(Y1) as much as 20.6%. Then the remaining 79.4% comes from the influence of other variables outside of the variables that have been studied.

Then, the determination value of R Square (R²), which shows a figure of 0.364 or 36.4%, can be interpreted that 36.4% variation in the rise or fall of the job satisfaction variable (Y2) can be explained by the training variable (X1), work motivation (X2) and self-efficacy (Y1). The remaining 100-36.5 = 63.6% was given explanations from variables other than the model that has been studied (Table 4).

Table 4. Summary of Results of Coefficients of Determination Analysis

Model Summary				
Model	R	R-Square	Adjusted R Square	Std. Error of the Estimate
1	.604a	.364	.323	3.86349
a. Predictors: (Constant), Self-Efficacy, Motivation, Training				

Source: Data processing results with SPSS 2.4, 2020

4.2 Direct influence

The direct effect of training variables (X1) on self-efficacy (Y1) was 0.426 or 42.6%. Therefore, it can be interpreted that when the training program (X1) employees at the regional secretariat of Bantaeng Regency have increased. It will also increase the efficacy of self (Y1) employees at the secretariat of Bantaeng Regency, which is as much as 0.426 or 42.6%, so that the first hypothesis (H1) in this study can be stated proven measurable.

The direct effect of the working motivation variable (X2) on self-efficacy (Y1) was 0.172 or 17.2%. Therefore, it can be interpreted that when the motivation of work (X2) employees at the secretariat of Bantaeng Regency has increased. It will also increase the self-efficacy (Y1) for employees at the secretariat of Bantaeng Regency by as much as 0.172 or 17.2%. So that, the second hypothesis (H2) in this study can be stated as **Reliable**.

The direct effect of training variables (X1) on job satisfaction (Y2) was 0.420 or 42%. Therefore, it can be interpreted that when the training program (X1) employees at the regional secretariat of Bantaeng Regency have increased, it will also provide an increase in job satisfaction (Y2) of 0.420 or 42% of employees so that the third hypothesis (H3) in this study can be proven.

The direct influence of the work motivation variable (X2) on the job satisfaction variable (Y2) is 0.117 or 11.7%. Therefore, it can be interpreted that when the motivation of work (X2) employees in the secretariat of Bantaeng Regency has increased. It will increase job satisfaction (Y2) of employees as much as 0.117 or 11.7% so that the fourth hypothesis (H4) in this study can be proven.

The direct effect of the self-efficacy variable (Y1) on the job satisfaction variable (Y2) is 0.206 or 20.6%. Therefore, it can be interpreted that at the time of self-efficacy (Y1) increased. It will also increase job satisfaction (Y2) employees as much as 0.206 or 20.6% so that the fifth hypothesis (H5) in this study can be stated **correctly**.

Based on the five hypotheses above, it can be said that the training variables (X1) and motivation (X2) simultaneously affect job satisfaction (Y 2) through self-efficacy (Y1) of employees at the regional secretariat of Bantaeng Regency. This suggests that the sixth hypothesis (H6) in this study can be declared **Reliable** (Table 5).

Table 5. Direct influence recapitulation

Independent Variables	Dependent Variables	Symbol	Beta Coe.	Sig.	S. E
Training Program (X1)	Self-Efficacy (Y1)	X1 Y1 →	0.426	0.000	0.056
Work Motivation (X2)		X2 Y1 →	0.172	0.000	0.049
Training Program (X1)	Job Satisfaction (Y2)	X1 Y2 →	0.420	0.000	0.064
Work Motivation (X2)		X2 Y2 →	0.117	0.002	0.048
Self-Efficacy (Y1)		Y1 Y2 →	0.206	0.003	0.054

(Source: Data processing, 2020)

5. Discussion

The Effect of Training on Self-Efficacy; Based on the research results described in the previous discussion, it is known if the variable influence of the training program on Self-Efficacy is positive and significant with an influence value of 0.426. Meaning it can be understood that the training will be accompanied by increased self-efficacy. While assuming other factors that affect the magnitude or smallness of training, it is constant. The positive and significant influence of training variables on employee self-efficacy variables in the regional secretariat of Bantaeng Regency can be known from the results of line analysis that directly affect self-efficacy.

The Influence of Motivation on Self-Efficacy; The impact of motivational variables on self-efficacy is positively marked. It has a significant influence value of 0.172 in the sense of increased motivation followed by the development of self-efficacy, assuming other factors that affect large and small motivations are constant. The positive and significant influence of motivation on employees' self-efficacy in the Regional Secretariat of Bantaeng Regency is known through the analysis of the direct influence of work motivation that gives a positive and significant influence on self-efficacy.

The Effect of Self-Efficacy on Job Satisfaction; The effect of self-efficacy variables on employee job satisfaction was positive and significant, with an influence value of 0.206. It states that increased employee self-efficacy followed by increased job satisfaction is assumed if other factors that affect the magnitude and smallness of self-efficacy apply to content. The positive and significant influence of self-efficacy on employee job satisfaction is known according to the analysis of direct self-efficacy pathways that have a positive impact and are significant to job satisfaction.

The Effect of Job Satisfaction Training Through Self-Efficacy; The variable influence of training on job satisfaction through Employee Self-Efficacy is positive and significant, with an influence value of 0.420. In the sense that an increase follows the improvement of Job Satisfaction Through Self-Efficacy in the level of influence of training programs if other factors that affect the size or smallness of training and self-efficacy are constant. The positive and significant influence of training through self-efficacy on employee job satisfaction at the regional secretariat of Bantaeng Regency is known following the results of the analysis of the pathway on the direct influence of training through self-efficacy that has a positive and significant influence on job satisfaction.

The Influence of Motivation on Job Satisfaction Through Self-Efficacy; The influence of motivation variables on job satisfaction through self-efficacy is positive and significant, and the value of influence is 0.117. Meaning that the increase in motivation will be followed by self-efficacy, which also impacts improving job satisfaction is assumed if other factors affect the magnitude or smallness of motivation and self-efficacy is expressed to be constant. The positive and significant influence of work motivation on job satisfaction through the efficacy of employees in the regional secretariat of Bantaeng Regency is known following the results of the analysis of direct motivational influence pathways. It has a positive and significant effect on job satisfaction through variable intervening self-efficacy.

6. Conclusions

Based on the research results and the discussion in the research on "The Influence of Training and Motivation on Job Satisfaction Through Self-Efficacy of Employees in the Secretariat of Bantaeng Regency. It can be concluded that training programs and motivation towards employees is an important thing to improve one's self-efficacy in carrying out the tasks and responsibilities given by the organization. In other words, improving employee training and motivation will make employees more confident to solve various problems faced at work.

This study also showed if training and motivation have a positive and significant influence on job satisfaction through self-efficacy, which means the better the training program and motivation felt by employees will increase job satisfaction and self-efficacy of employees in the secretariat of Bantaeng Regency.

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