

The Effect of Psychological Capital on Performance through Work Capability and Soft Competence of Sub-District Employees in Jeneponto Regency

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Abstract

This study aims to determine and elaborate on how much influence psychological capital has on performance through the work capability and soft competence of sub-district employees in the Jeneponto Regency. This research was conducted in Jeneponto Regency, which lasted for approximately 2 (two) from October to November 2020. This study used a causal (causal) design with a quantitative approach. The population in this study were all sub-district employees in 3 sub-districts in Jeneponto Regency, namely Tamalatea Sub-district, West Bangkala, and Binamu in Jeneponto Regency as many as 150 employees. The sampling technique used saturated sampling, where all population members were used as research samples, namely 150 employees. Data collection techniques through observation, interviews, questionnaires, and documentation, while data analysis by path analysis. The results showed that psychological capital encourages sub-district employees in Jeneponto Regency to do something that is their hope continuously as the primary capital, which tends to be reactive. In this study, the effect with the highest value is shown in the influence of psychological capital on work capability and soft competence. Psychological capital as an asset owned by the Sub-district office in Jeneponto Regency, this asset must be fostered and maintained. The psychological capital of Sub-district employees in Jeneponto Regency has encouraged employee capabilities to be better. On the indirect effect of psychological capital on performance, work capability and soft competence become variables that can moderate the relationship of psychological capital on performance. This research contributes to the lack of research on psychological capital concerning employee performance and contributes to knowledge that employee performance is related to physical ability to work. More importantly, reactions can drive employee performance—emotions from within. This research is different from this research because it tries to separate psychological capital and soft competence by seeing psychological capital as an abstract mental reaction. In contrast, smooth competence is a reaction that is manifested in concrete actions.

Keywords

Psychological Capital, Work Capability, Soft Competence and Performance.

1. Introduction

Human Resource Management emphasizes employees' success in their work, shown through performance; the employee achieves employee performance according to specific criteria that apply in certain jobs. According to (Ahdan et al.), employee performance is a function of the interaction between individual abilities and desires.

Psychological capital (psychological capital) relates to how individuals' level of trust will support their social life. The virtue of psychological capital is positive things that can make a person live in confidence and comfort. Many types of research and theories have been oriented to the concept of positive psychology (Umar, Amrin, et al.). Along with its development, the concept of positive psychology is widely used in managing human resources in organizations. According to (Ansar et al.), the concept of positive psychology has four criteria, namely hope, resilience, optimism, and belief in one's abilities, when combined, form a concept known as psychological capital.

Capability represents how people work using resources such as the ability to bring potential more quickly in creating effective and efficient working conditions (Nath et al.; Suharyanto et al.; Umanailo et al.). Capability is seen as a force that can improve overall performance. This can be achieved; a person must continue to increase his potential by motivating himself and doing continuous learning. Soft competencies are competencies that are closely related to the ability to manage work processes. It turns out that in the future, it will be realized that increasing skills and knowledge alone is not enough because many employees are intelligent, but their behavior is lacking. Therefore, additional soft skills are needed. This study seeks to reveal how big the influence of psychological capital on performance through work capabilities and soft competencies of village employees in Jeneponto Regency.

2. Literature Review

Psychological capital is a positive attitude within the individual by emphasizing a person who can defend himself and adjust to various challenging conditions. (Awaluddin et al. 2019) explain that psychological capital is open to change in the sense that it can continue to grow. About work capability. It shows that the role of psychological capital to increase courage and ability to work is the main thing, according to (Umar 2019, Hasbi, et al. 2019; Mu'adi et al. 2020; Hallatu et al. 2019) explaining that work capability is a condition in an earnest, efficient, and influential person in carrying out work to produce something optimal. Thus, psychological capital has a close relationship with work capability. The results of previous studies that support this relationship are: (Rijal et al. 2019; Sawitri et al. 2019; Gani et al. 2019; Hasbi et al. 2019), which suggests a positive and significant influence of psychological capital on work capability.

The role of psychological capital in management or organization is essential because it will lead to optimism in work, which means there is a tendency to expect favorable results. According to (Yusriadi et al. 2020), someone with psychological capital is a form of someone's belief in his ability to mobilize motivation. The role of psychological capital has to do with soft competence, which also comes from within or internally, which indicates the existence of skill or social skill in interacting with other people and managing their work. With this soft competence, you can maximize your potential based on your skills, both communicating or negotiating too problem-solving. The results of previous studies that support this relationship are: (Gustomo 2013; Umar 2019, Hasbi, et al. 2019), which conclude the positive influence of psychological capital to soft competence.

Someone with good psychological capital will be shown by high self-confidence and confidence, optimism, and dynamic ability to innovate and overcome various problems also become an essential part of psychological capital. Thus, these aspects will trigger an increase in one's performance at work; performance results from a person during a specific period in carrying out tasks, such as work standards, targets. Or criteria targets determined in advance and have been mutually agreed upon. Well-managed psychological capital will produce a good performance, and it is shown by the high ability and courage of a person in taking positive actions and benefiting the organization. The results of previous studies that support this relationship are (Rokhayati et al. 2017), which conclude the effect of psychological capital on performance.

Capability is undoubtedly related to knowledge and experience; this is stated by (Mulyasari 2019). the capability is the level of employee ability that depends on education, knowledge, and experience where a high level of ability will

have performance is getting higher. This work capability results from work achieved in carrying out the tasks assigned to him by the bank, of course. This capability is based on the skills and sincerity of the person in completing his work. This is supported by (Safitri et al. 2021) opinion that work capability results from work achieved by a person in carrying out the tasks as assigned to him based on his skills, experience, sincerity, and time. The results of previous studies that support this relationship are: (Anwar 2021), which conclude that there is an influence of work capability on performance.

Soft competence is a personal skill that is personality and invisible, and this becomes a self-strength possessed by someone with soft competence. This soft competence can also be regarded as interpersonal skills to communicate and work together in a group (Makmur 2021). In terms of performance, of course, the soft competence possessed by an employee will allow him to achieve quality and effective work results more efficiently even on time because an attitude drives them. Of openness and self-management skills so that they can quickly get help or positive responses from colleagues. Work the results of previous studies that support this relationship are: (Yusriadi 2020; Zacharias et al. 2021; Sahid et al. 2020), which conclude that there is an influence of soft competence on performance.

Performance is a form of maximizing work done by someone based on a good level of ability in carrying out their work. Achieving a performance is not only with standard procedures set in the organization so that the entire organizational community is only glued to the rules that have been set (Jannah et al. 2019; Yusuf et al. 2019) According to Rokhayati et al. (2017) that the attitude of openness and the ability of individuals to develop more advanced is a crucial way and strategy that must exist in individuals to get the best results from their work. Having good psychological capital will always have an effort to advance and develop one's capabilities; this capability can then impact better performance.

Through performance will encourage a high level of organizational success in achieving its goals. The comfort of individuals or employees at work is undoubtedly an important thing that organizations must consider because working without pressure and encouraging high employee optimism is the best way to achieve organizational goals (Sartika 2014). Psychological capital emphasizes optimism, expectations, and high self-confidence from individuals in carrying out their duties and work (Ervina et al. 2019). Good psychological capital possessed by an employee will make it easier for them to communicate, high ability to direct and provide solutions in cooperation and ensure high efforts that can be made to maximize common goals. It will increase the ability (soft competence), but in the end, it will lead to an increase in employee performance.

3. Methods

This research was conducted in Jeneponto Regency, which lasted for approximately 2 (two). This study uses a causal design (cause and effect) with a quantitative approach. The population in this study were all sub-district employees in 3 sub-districts in Jeneponto Regency, namely Tamalatea, West Bangkala, and Binamu sub-districts in Jeneponto Regency as many as 150 employees. The sampling technique used saturated sampling, where all population members were used as research samples, namely 150 employees. Data collection techniques through observation, interviews, questionnaires, and documentation, while data analysis by path analysis.

4. Results

Regression test result X Y1 is presented in Table 1.

Table 1. Regression test result X Y1 →

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	14.166	1.109		12.779	.000
	Capital Psychology (X)	.341	.033	.651	10.430	.000

Dependent Variable: Work Capability (Y1)

Source: Data processing, 2020.

The regression coefficient value is 0.651 with a significance level of 0.000 which means it is significant (Sig < 0.05). Thus, it is said that the Psychological Capital variable (X) has a positive and significant effect on Work Capability

(Y1). Thus, the level of Work Capability (Y1) can be influenced by Psychological Capital (X) of 0.651 points (Table 2).

Table 2. Regression test result X Y2→

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.849	.981		14.121	.000
	Capital Psychology (X)	.331	.029	.685	11.434	.000

Dependent Variable: Soft Competency (Y2)

Source: Data processing, 2020.

The regression coefficient value is 0.685 with a significance level of 0.000 which means it is significant (Sig < 0.05). The magnitude of the influence of Variable X on Y2 can be seen in the standardized coefficients beta value of 0.685, which means that every one-point increase in Psychological Capital (X) will increase Soft Competence (Y2) by 0.685 points. Thus, the level of Soft Competence (Y2) can be influenced by Psychological Capital (X) of 0.685 points (Table 3).

Table 3. Regression Test Results X, Y1, and Y2 Z→

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.505	2.344		.642	.522
	Capital Psychology (X)	.294	.062	.356	4.781	.000
	Work Capability (Y1)	.390	.131	.247	2.968	.004
	Soft Competency (Y2)	.458	.148	.267	3.085	.002

Dependent Variable: Performance (Z)

Source: Data processing, 2020.

Effect of Psychological Capital (X) on Performance (Z). The regression coefficient value is 0.356 with a significance level of 0.000 which means it is significant (Sig < 0.05). Thus, it is said that the Psychological Capital variable (X) has a positive and significant effect on Performance (Z).

Effect of Work Capability (Y1) on Performance (Z). The regression coefficient value is 0.247 with a significance level of 0.004 which means it is significant (Sig < 0.05). Thus, it is said that the Work Capability variable (Y1) has a positive and significant effect on Performance (Z).

Effect of Soft Competence (Y2) on Performance (Z). The regression coefficient value is 0.267 with a significance level of 0.002 which means it is significant (Sig < 0.05). Thus, it is said that the Soft Competence variable (Y2) has a positive and significant effect on Performance (Z).

Meanwhile, the determination value of R Square (R2) shows the number 0.604 or 60.4%. This means that 60.4% of variations in the ups and downs of the Performance variable (Z) can be explained by variations in the Psychological Capital (X), Work Capability (Y1), and Soft Competence (Y2) variables. Meanwhile, the remaining 100-60.4 = 39.6% is explained by other variables outside the model under study. For more details, see the path model below in Table 4.

Table 4. Summary of Results of Coefficient of Determination Analysis

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.777 ^a	.604	.596	3.040

- a. Predictors: (Constant), Psychological Capital, Work Capabilities, Soft Competencies
 b. Dependent Variable: Performance

Source: Data processing, 2020.

The value of 0.182 means that the indirect effect of variable X on variable Z through variable Y2 is 0.182 points. Based on the results of path analysis on all independent, intervening, and dependent variables, a path analysis model can be made as follows in Figure 1 and Table 5:

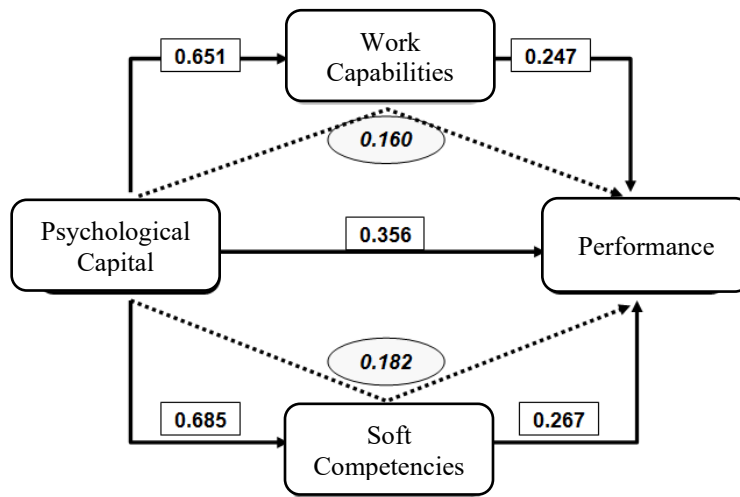


Figure 1. Path Analysis

Table 5. Hypothetical Test Results

Hypothesis	Value	Sig.	Inferred
Psychological capital has a positive and significant effect on the work capabilities of village employees in Jenepono Regency	0.651	0.000	evident
Psychological capital has a positive and significant effect on the soft competence of village employees in the Jenepono Regency.	0.685	0.000	evident
Psychological capital has a positive and significant effect on the performance of village employees in the Jenepono Regency.	0.356	0.000	evident
Work capability has a positive and significant impact on the performance of village employees in the Jenepono Regency.	0.247	0.004	evident
Soft competence has a positive and significant effect on the performance of village employees in the Jenepono Regency.	0.267	0.002	evident
Psychological capital has a positive and significant effect on employee performance through the work capabilities of village employees in the Jenepono Regency.	0.160	0.010	evident
Working psychology capital has a positive and significant effect on employee performance through the soft competence of village employees in the Jenepono Regency.	0.182	0.008	evident

5. Discussion

The Effect of Psychological Capital on the Work Capability of Village Employees in Jeneponto Regency. Positive and significant. They were supported by research (Supriatna 2016). Psychological capital reflects employees who have a good character at work; employees with adequate psychological capital tend to continually improve themselves, not only improving their character at work but encouraging work capabilities to be better.

The Effect of Psychological Capital on the Soft Competence of Village Employees in Jeneponto Regency. Positive and significant. Supported by research (Bimaria 2016). The psychological model as the primary capital possessed by employees is shown by a high optimism and hope and allows them to survive in different conditions. This potential has formed attitudes and personalities for those with better individual abilities in communicating or interacting.

The Effect of Psychological Capital on the Performance of Village Employees in Jeneponto Regency. Positive and significant. They were supported by research (Wijayanthi et al, 2019). Employees show the psychological model of Sub-district employees in Jeneponto Regency. Who is more punctual in completing their tasks and responsibilities, getting better work results, taking advantage of the potential to reduce costs that can be incurred, and their optimism that the work can be completed correctly?

The Effect of Work Capability on the Performance of Village Employees in Jeneponto Regency. Positive and significant. They were supported by research (Wahyuni et al, 2019). The high ability of employees to carry out activities by what is assigned to them, with their capabilities, has encouraged increased performance, higher quality work results, and of course, become a great asset for the organization to be fostered and maintained.

The Influence of Soft Competence on the Performance of Village Employees in Jeneponto Regency. Positive and significant. They were supported by research (Idriati). The role of soft competence is a determinant of employees' success in their work, with their soft competencies that have facilitated interaction and are open in all things to achieve common goals. The role of soft competence can encourage the achievement of good work results individually and in groups.

The Influence of Psychological Capital on Performance Through the Work Capability of Village Employees in Jeneponto Regency. Positive and significant. Not all the employees in Jeneponto Regency have the same view of psychological capital. Some of them show performance that is not in line with the organization's expectations. Employees who lack confidence in their work demand more help from coworkers to solve their problems so that they are not productive even though they have good work capabilities.

The Effect of Psychological Capital on Performance Through Soft Competence of Village Employees in Jeneponto Regency. Positive and significant. Most of the employees in Jeneponto Regency have shown their potential with good psychological capital; employees with high hopes and optimism can control themselves, so they are more proficient in good interaction/communication, open with anyone and anyone so on. In addition, most of the Sub-district employees in Jeneponto Regency also show their sincerity to maintain and maintain their organization; they are more sensitive to various changes and show a positive attitude towards whatever happens in the organization.

6. Conclusion

Based on the study results, it can be concluded that the effect with the highest value is shown in the influence of psychological capital on work capability and soft competence. Psychological capital as an asset owned by the Sub-district office in Jeneponto Regency must continue to be fostered and maintained as an asset. The result is that what is currently provided has also contributed well by increasing work capabilities soft competencies. The psychological capital of Sub-district employees in Jeneponto Regency has encouraged better employee capabilities (technical, humanist, and conceptual). It has also increased employee confidence with an open attitude and good communication skills. On the indirect effect of psychological capital on performance, work capability and soft competence become variables that can moderate the relationship of psychological capital on performance. This research is different from this research because it tries to separate psychological capital and soft competence by seeing psychological capital as an abstract mental reaction. In contrast, soft competence is a reaction that is manifested in concrete actions.

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