

The Effect of *Self Efficacy* and Work Environment on Employee Performance at PT. Tirta Marwah Mandiri

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Abstract: *This study aims to examine the effect of self-efficacy and work environment on employee performance. The population of this study was all employees of PT. Tirta Marwah Mandiri totaling 31 people, and all members of the population were sampled. This study uses a quantitative approach with primary data collected through offline questionnaire distribution. Data analysis techniques include instrument testing, multiple linear regression testing, and hypothesis testing analyzed using the SPSS 26 application. The results of the t-test indicate that self-efficacy has a positive and significant effect on employee performance, as well as the work environment. Meanwhile, the f-test shows that simultaneously, self-efficacy and work environment have a positive and significant effect on employee performance.*

Introduction

As the population increases, the need for Bottled Drinking Water (AMDK) also increases, encouraging bottled water companies to expand their marketing networks to maintain sustainability and competitiveness amidst the many new companies that have emerged. Based on data from the Indonesian AMDK Company Association (Aspadin), there are around 700 AMDK companies in Indonesia, with 85% of them being small and medium industries (IKM). One of the AMDK companies is PT. Tirta Marwah Mandiri, which is located close to the mountains so that it has access to clean water sources as the main raw material, as well as environmental conditions that are free from pollution because it is far from the city, helping to maintain water quality and environmental cleanliness.

PT. Tirta Marwah Mandiri is an AMDK company operating in Palopo City, South Sulawesi, with a factory location in Puty Village, Bua District, South Sulawesi, and was established in July 2016 with the brand "Air Marwah". As a competitive company, PT. Tirta Marwah Mandiri faces competition from similar companies. The main challenge currently facing the company

is how to improve employee performance. Employee performance is closely related to the workforce, because the workforce is one of the most important production factors besides natural resources, capital and technology. If viewed in general, the definition of the workforce concerns humans who are able to work to produce goods or services and have economic value that can be useful for the needs of the community (SW Mustafa, 2019) . Employee performance is an important factor in determining the success of a company (Fauziyyah et al., 2022). Companies do not only pursue profits, but also pay attention to the performance and achievement of company goals. Therefore, companies must foster human resources to have good performance so that employees are productive in carrying out their duties and responsibilities (Eka et al., 2022).

Employee performance is a benchmark for companies to evaluate the extent to which the company's vision, mission, and goals are achieved (Umiyati, 2021). At PT. Tirta Marwah Mandiri, it is known that employee performance in the production division is still low. Regarding the distribution of bottled water and gallons, several customers complained of dissatisfaction with the delivery time that did not match the request. The distribution of gallons is carried out through zero and one-level channels, but obstacles occur due to limited manpower and the company's fleet, which can ultimately affect sales turnover. In addition, the lack of discipline and attention to company regulations is also a factor, some employees often come and go home late, which has become a habit and has an impact on decreasing employee performance. Employee productivity is influenced by both internal and external factors. Internal factors include knowledge, skills, perseverance, work motivation, attitudes, and behaviors that affect performance. While external factors include relationships between employees and the work environment (Lestary et al., 2018). According to (Devi, 2024), several factors that influence employee performance include *self-efficacy* and work environment conditions.

Based on initial observations conducted by researchers, problems were found at PT. Tirta Marwah Mandiri related to *self-efficacy* where the ability to work often makes it difficult for employees to complete tasks on time or achieve targets given by the company because of the time limit given and also usually employees in carrying out their duties often wait for instructions from their leaders. Regarding the work environment, the condition of the room is uncomfortable, gallons, bottles, cardboard, and production tools are not neatly arranged so that it reduces work effectiveness. For this reason, it is necessary to create a supportive work environment and also employees who do not cooperate with colleagues in completing work. In addition, work equipment such as masks and gloves are lacking. So PT. Tirta Marwah Mandiri must know what causes the performance of these employees to decline. *Self-efficacy* is one of the keys to achieving optimal performance, *self-efficacy* is very important because it gives someone confidence in their capacity to complete tasks given by their superiors on time (Indriyani et al., 2023) . A person with high *self-efficacy* can influence any changes that occur in their environment because that person has the belief that they can handle anything in their work environment (Tiara Mesriyani et al., 2023) . According to (Suriani et al., 2023) employee

performance supported by *self-efficacy* can be a positive influence, and the work environment also influences.

The work environment not only includes the atmosphere and physical conditions of the workplace, but also relates to interactions between employees. When the work environment is well organized, it can improve employee performance (Hartati et al., 2020). Each company has a different work environment, which can cause anxiety in employees in carrying out their responsibilities (Rahayu et al., 2021). If the work environment is not harmonious and does not support employee needs, this can make them feel uncomfortable in maintaining productivity (Indriyani et al., 2023). A good work environment can help employees focus more on their tasks and increase productivity. A positive work atmosphere also encourages employees to be more productive and fosters good relationships among coworkers regardless of status.

Previous research by (Eka et al., 2022) showed that *self-efficacy* has a positive and significant effect on employee performance. However, this is different from the results of research (Saputri, 2021) which stated that *self-efficacy* has no effect on employee performance. Meanwhile, research (Kusuma et al., 2023) found that the work environment has a positive and significant effect on employee performance, while (Pradipta, 2020) showed that the work environment does not have a positive effect on employee performance.

This study aims to test the effect of *self-efficacy* on employee performance, test the effect of work environment on employee performance, and test the effect of both, namely *self-efficacy* and work environment, on employee performance at PT. Tirta Marwah Mandiri. It is expected that this study can provide benefits and useful suggestions for PT. Tirta Marwah Mandiri in an effort to improve employee performance. In addition, the results of this study are expected to be a reference and provide additional information for other researchers. Based on the background of the problem, the researcher is interested in raising this title "**the effect of self-efficacy and work environment on employee performance at PT. Tirta Marwah Mandiri**".

Research Method

This study uses a quantitative method. The quantitative method is a research approach that relies on numbers and statistics in the process of collecting and analyzing measurable data. According to (Putri et al., 2014), the purpose of quantitative research is to test the hypothesis by taking certain samples and using research instruments, then analyzed statistically or quantitatively. This research was conducted at PT. Tirta Marwah Mandiri located in Puty Village, Bua District, Luwu Regency, and was carried out from October to November 2024.

According to (Sugiyono 2012 in Utama et al., 2021), population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and conclusions drawn. In this study, the population studied was employees of PT. Tirta Marwah Mandiri, totaling 31 people.

A sample is a number of subjects selected from a population and have the same characteristics (Siregar, 2019). If the population is less than 100 people, then the entire population is taken as a sample. However, if the population is more than 100 people, then

the sample taken ranges from 20-25% of the population. Therefore, in this study, the entire population of 31 people was taken as a sample.

In collecting data, the author uses primary data, which according to (Sugiyono, 2017) is data obtained directly from respondents who are the objects of research. This data is obtained through the answers given by respondents in the questionnaire.

The data collection technique used in this study is a questionnaire containing statements to be answered by respondents. This questionnaire will be distributed directly or offline in the form of printed paper. The measurement scale used in this study is the Likert scale, with answer choices in the form of strongly agree, agree, quite agree, disagree, and strongly disagree.

The data analysis technique used is starting from the instrument trial (validity test and reliability test), multiple linear regression analysis, hypothesis testing (t test and f test). By using the following regression equation:

$$Y = f(X_1, X_2)$$

$$Y = f(\beta_0 + \beta_1 X_1 + \beta_2 X_2 + e)$$

Information:

Y = Work Environment

β_0 = Descriptive Analysis

β_1, β_2 = Regressive coefficients

X_1 = Self Efficacy

X_2 = Work environment

e = Standard error

Result

Validity Test Results

Validity test is conducted to determine whether the data collected after the research is valid or not by using a questionnaire as a measuring tool. Items can be declared valid if $R \text{ count} > R \text{ table}$ Where the significance level used is 5% or 0.05.

Based on the data in table 1, it can be concluded that all question items in this research instrument are declared valid because they have a calculated R value $> R \text{ table}$.

Test Reliability

Reliability test is conducted to determine whether the research variable data through the questionnaire is reliable or not. A variable is said to be reliable when *the Cronbach's Alpha value* is > 0.60 .

Based on table 2, it can be seen that *the Cronbach's Alpha value* of the *Self Efficacy variable* is 0.826, Work Environment is 0.673 and Employee Performance is 0.735. All variables that have been tested have *a Cronbach's Alpha value* > 0.60 , so it can be concluded that all variables in this study are declared reliable.

Table 1.
Validity Test Results

Variables	Item	R count	R table	Caption
Self Efficacy (X1)	SE1	0.696	0.355	Valid
	SE2	0.761	0.355	Valid
	SE3	0.564	0.355	Valid
	SE4	0.726	0.355	Valid
	SE5	0.616	0.355	Valid
	SE6	0.753	0.355	Valid
	SE7	0.498	0.355	Valid
	SE8	0.459	0.355	Valid
	SE9	0.469	0.355	Valid
	SE10	0.536	0.355	Valid
	SE11	0.560	0.355	Valid
Work Environment (X2)	LK1	0.636	0.355	Valid
	LK2	0.482	0.355	Valid
	LK3	0.427	0.355	Valid
	LK4	0.451	0.355	Valid
	LK5	0.392	0.355	Valid
	LK6	0.498	0.355	Valid
	LK7	0.496	0.355	Valid
	LK8	0.454	0.355	Valid
	LK9	0.618	0.355	Valid
	LK10	0.445	0.355	Valid
	LK11	0.447	0.355	Valid
Employee Performance (Y)	KK1	0.555	0.355	Valid
	KK2	0.407	0.355	Valid
	KK3	0.424	0.355	Valid
	KK4	0.536	0.355	Valid
	KK5	0.598	0.355	Valid
	KK6	0.552	0.355	Valid
	KK7	0.466	0.355	Valid
	KK8	0.586	0.355	Valid
	KK9	0.634	0.355	Valid
	KK10	0.683	0.355	Valid

Source: Data processed by SPSS 26 (2024)

Table 2
Reliability test results

Variables	Cronbach's Alpha	N of Items	information
Self Efficacy (X1)	0.826	11	Reliable
Work environment (X2)	0.673	11	Reliable
Employee performance (Y)	0.735	10	Reliable

Source: Data processed by SPSS 26 (2024)

Regression Test Linear Multiple

Multiple linear regression analysis is conducted to test the influence of two or more independent variables on the dependent variable.

Table 3
Coefficients^a

	Model	Unstandardized B	Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	15,168	5,703		2,660	.013
	Self Efficacy (X1)	.254	.119	.347	2.139	.041
	Work Environment (X2)	.319	.139	.371	2.291	.030

Source: Data processed by SPSS 26 (2024)

Based on the results of data processing in table 3. It can be seen that the regression equation is: $Y = f(15.168 + 0.254 X_1 + 0.319X_2 + e)$

From the multiple linear regression analysis, it can be interpreted as follows:

1. The constant value of 15.168 is positive, meaning that if there is no *self-efficacy variable* and the work environment has a value of (0), then the employee performance value will remain at 15.168.
2. *self-efficacy* coefficient value of 0.254 is positive, meaning that there is an influence between *self-efficacy* and employee performance of 0.254.
3. The work environment coefficient value of 0.319 is positive, meaning that there is an influence between the work environment and employee performance of 0.319.

From the description above, it can be concluded that all independent variables of *Self Efficacy* and Work Environment have positive coefficients. This shows that all independent variables in this study have a direct relationship and influence on the dependent variable.

T-test

The t-test is conducted to see the effect of independent variables on dependent variables partially. The test is conducted by comparing the calculated T with the T table or by looking at the significance column in each calculated T. The T table value for a significance level of 5% (0.05) and degrees of freedom (df) = $nk = 31 - 3 = 28$, then the T table value is 1.701.

Tabel 4.

Coefficients ^a					
	model	Unstandardized B	Coefficients Std.error	Standardized Coefficients Beta	t Sig.
1	(constant)	15.168	5.703		2.660 .013
	Self Efficacy	.254	.119	.347	2.139 .041
	Work				
	Environment	.319	.139	.371	2.291 .030

Source: Data processed by SPSS 26 (2024)

Based on the table above, the following results were obtained:

1. The results of this study showed that the *Self Efficacy variable* had a T count value of $2.139 > T \text{ table } 1.701$ and a significance value of $0.041 < 0.05$. This means that *self efficacy* has a positive and significant effect on employee performance.

2. The results of this study show that the Work Environment variable has a calculated T value of $2.291 > T \text{ table } 1.701$ and a significance value of $0.030 < 0.05$. This means that the Work Environment has a positive and significant effect on employee performance.

Test Simultan (F test)

The F test is conducted to test the influence of independent variables on dependent variables simultaneously. The test is conducted by comparing the calculated F with the F table or by looking at the significance column in each calculated F. The F table value for a significance level of 0.05 and degrees of freedom ($df_1 = k-1 = 3-1 = 2$, $df_2 = nk-1 = 31-3-1 = 27$), then the F table value is 3.35.

Tabel 5
ANOVA^a

	Model	Sum of squares	Df	Men Square	F	Sig.
1	Regression	105.377	2	52.689	7.251	.003 ^b
	Residul	203.461	28	7.266		
	Total	308.839	30			

Source: Data processed by SPSS 26 (2024)

The results of the calculation of table 5. It is known that simultaneously the influence of *Self Efficacy* and Work Environment on Employee Performance has a calculated F value of $7.251 > F \text{ table } 3.35$ and a significance value of $0.003 < 0.05$, so it can be concluded that simultaneously *Self Efficacy* and Work Environment have a positive and significant effect on Employee Performance.

Discussion

The Influence of *Self Efficacy* on Employee Performance at PT. Tirta Marwah Mandiri

Based on the results of the first hypothesis put forward in the research obtained, it states that the *self-efficacy variable* has a positive and significant effect on employee performance at PT. Tirta Marwah Mandiri. For the *self-efficacy variable*, the first hypothesis in this study is accepted, indicating that the *self-efficacy variable* has a positive and significant effect on employee performance, which means that the higher the level of *self-efficacy* of an employee, the higher the performance produced. Based on Bandura's theory, which states that high *self-efficacy believes that they are able* to work well and are able to provide good results. In the study, the results obtained that in general the ability to work, it is known from the indicator points that the respondents have filled in that from them choosing to agree if they are sure and feel able to carry out the work well, are able to carry out tasks easily and the ability to do the work on time.

Self-efficacy possessed by employees of PT. Tirta Marwah Mandiri is especially related to job satisfaction, because there are still employees who feel that the benefits and salaries given by the company are not in accordance with the workload set. For this reason, leaders should always maintain job satisfaction from their employees by giving praise or other forms of appreciation, because the higher *the self-efficacy*, the more confident the employees are in their ability to complete tasks or do something. However, overall, employee performance at PT. Tirta Marwah Mandiri is good, this can be seen from the quality of work produced and

the punctuality in carrying out the tasks assigned to them, in addition, communication between employees and communication with superiors has improved, but what still needs attention is the initiative of the employees themselves, because sometimes employees are still waiting for orders from their superiors to complete their work, and some even hope that someone else will take over their work.

This finding is in line with research conducted by (Eka et al., 2022), which states that *self-efficacy* has a positive and significant influence on employee performance, where an increase in self-efficacy will be followed by an increase in employee performance. The same thing was also found in research (Khaerana, 2020), which showed that *self-efficacy* has a positive and significant effect on employee performance.

The Influence of Work Environment on Employee Performance at PT. Tirta Marwah Mandiri

Based on the results of the second hypothesis put forward in the research obtained, it states that the work environment variable has a positive and significant effect on employee performance at PT. Tirta Marwah Mandiri. With the data obtained that the work environment has a positive and significant effect, so that the second hypothesis in this study is accepted. Based on Nitisemito's theory, that the work environment is everything that is around the workers and that can affect them in carrying out the tasks assigned to employees, with indicators of work atmosphere, relationships with coworkers and work facilities. It is known from the indicator points that the respondents have filled in that some of them chose to agree and understand the importance of a good work environment in working.

A comfortable and safe working environment can create a sense of comfort and calm for employees, providing encouragement to work. This comfort and safety include a clean room atmosphere, adequate lighting. In addition, good relationships between employees are also a motivational factor. When the relationship between employees and between employees and superiors is harmonious, this will increase motivation and optimize employee performance. Conversely, an uncomfortable working environment can have a negative impact on employees. For employees, a calm working environment is very helpful in completing tasks and increasing their productivity. This means that the better the working environment, the higher the employee performance.

The results of this study are consistent with previous research conducted by (Kusuma et al., 2023), which found that the work environment simultaneously has a positive and significant effect on employee performance. This finding is also in line with research (Elizar et al., 2018), which states that the work environment has a positive and significant effect on employee performance.

The Influence of Self Efficacy and Work Environment on Employee Performance at PT. Tirta Marwah Mandiri

Based on the results of the F Test, the variables *Self Efficacy* and Work Environment show an F value. This shows that simultaneously, *Self Efficacy* and Work Environment have a positive and significant effect on employee performance. This means that employees who have high *self efficacy* and a good work environment will find it easier to improve their

performance. Companies need to improve employee *self efficacy* and pay attention to a comfortable, safe and adequate work environment for employees so that they can work well. *Self efficacy* is built by providing encouragement so that employees feel motivated to achieve goals successfully so that they can improve performance, as well as with the work environment, management needs to pay attention to the conditions of the atmosphere at the workplace and build good relationships between colleagues, as well as employees with superiors.

This study is in line with the findings of (Langi et al., 2022) which state that employees with good *self-efficacy* and a good work environment will show good performance, while employees with less supportive *self-efficacy* and a work environment tend to have low performance. Companies need to improve employee *self-efficacy* and pay attention to the comfort, safety, and suitability of the work environment so that employees can work optimally. *Self-efficacy* can be increased by encouraging employees to feel motivated to achieve goals successfully, which in turn will improve their performance. In addition, management also needs to build harmonious relationships between coworkers and between employees and superiors. This finding is in line with research (Goni et al., 2021) which states that *self-efficacy* and the work environment have a positive and significant effect on employee performance.

Conclusion

Based on the results of the research that has been done, it can be concluded that *self-efficacy* has a positive and significant influence on employee performance. This means that a person's *self-efficacy* can increase employee confidence and perseverance in working. In addition, the work environment also has a positive and significant influence on employee performance, which means that good communication, adequate facilities and creating a conducive atmosphere can improve employee performance. If the performance of a company's employees increases, the company will be able to achieve the company's targets.

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