

# The Role of Motivation Work in Mediating Influence Self - Efficacy and Personality of Members Brimob National Police to Improve Productivity Work

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## ABSTRACT

Research This explore role motivation Work in mediate influence efficacy self and personality to productivity Work member Brimob National Police. Efficacy self, that is confidence somebody to his abilities for face challenges, as well characteristic influencing personality method work and interaction, considered influential significant to performance Work. Motivation work, which is internal drive to reach goals and optimal performance, hypothesized can strengthen influence efficacy self and personality to productivity. Research methods This use approach correlational with analyze data from sample of 20 personnel Brimob National Police through questionnaire structured. Analysis statistics done for evaluate role mediation motivation Work in connection between efficacy self, personality, and productivity. Research result show that motivation Work in a way significant mediate influence efficacy self and personality to productivity. Improvement efficacy self and nature positive personality contribute to improvement motivation work, which is then impact on productivity. Findings This emphasized importance development motivation Work for optimize influence positive efficacy self and personality to performance. Study This give recommendation for designing targeted interventions improvement efficacy self and personality as well as strengthening strategies motivation Work use increase productivity member Brimob National Police.

**KEYWORD:** Efficacy work, motivation work, personality, productivity Work.

## 1. INTRODUCTION

Productivity high work is key success in organizations, including the environment police. For the Police Mobile Brigade Corps (Brimob), productivity Work members are very important for reach objective organization and giving optimal service to public. Increase productivity member Brimob can repair performance and effectiveness in implementation task daily. Factor affecting Productivity A number of factor influence productivity, among other things is motivation work, efficacy self, and personality.

According to (Supriatiningsih, 2020) and (Jarot Prianggono, 2022) motivation Work is a driving internal drive somebody For reach goals and performance best. High motivation can increase Spirit work, effort, and dedication member. Efficacy self, or confidence in abilities itself, influence How somebody face challenge, set goals, and efforts For achieve it (Rosalina & Wati, 2020). Efficacy high self can increase confidence and effort in work. Individual personality influence method they interact and work. Characteristics personality like perseverance, bear it responsibility, and openness can influence productivity in a way direct (Wiliana & Surya, 2022)

Study This motivated by research previously that is study from (Wiliana & Surya, 2022) who researched it about personality employee. When employees own that personality Good in Work with sincere and responsible answer as well as Work with full Spirit own influence positive to performance employee Good in a way partial and simultaneous. Proof of this will useful for moving management in the field education and environment work, in order to improve and create element the in do proven work own influence to performance employee. Apart from personality there is also motivation, according to results study from (Farida & Lestari, 2023) which states exists influence motivation to decision visit in a way significant at a time variables whose influence dominant because motivation is part important psychological factors that contribute support action behavior man. Productivity work is also influenced by affection self like results study from (Mayshara, 2023) that efficacy self-role as mechanism motivation self that drives effort and perseverance in create objective for self yourself and overcome obstacles to yourself those who appreciate his abilities Alone Based on study previous, research This Aim for study role

motivation Work in mediate influence efficacy self and personality to productivity Work. With understand How Motivation Work can strengthen connection between efficacy self and personality with productivity, organization can devise more strategies effective for increase performance member.

## 2. LITERATURE REVIEW

### Personality

Personality originates from the Latin word “charm”, meaning a mask used in Roman drama For describe behavior or character somebody (Adawiyah, et al, 2022) . Definition general personality used, according to (Sintya & Gabriel, 2023) , is totality method individual act and interact with other people. Personality influences method somebody think, behave, and feel in various situation.

### Self-Efficacy

Putting it forward that self-efficacy is evaluation individual to ability or competence For do a task , achieve a goals , and results something (Auna et al., 2023) . According to (Syarif et al., 2023) . Defining self-efficacy as confidence somebody to his abilities for organize and implement actions for reach set goals, and make efforts for evaluate levels and powers throughout activity.

### Affection

Affection process involve arrangement condition emotions and reactions emotional. Confidence individual about ability they in overcome stress influence level stress and depression moment face situation difficult. Perceived self-efficacy, or confidence in control source stress, plays a role important in anxiety. Individuals who believe in their abilities for control situation tend not enough anxious, temporary those who feel No capable control situation experience anxiety tall, inclined think about lack them, and exaggerate problem small.

### Motivation

Motivation is willingness For emit effort tall use reach objective organization , which is influenced by ability effort the For fulfil need individual (Jayanti & Wati, 2019) . According to (Abdurokhim, 2020) , motivation direct and utilize potential subordinate For Work The same in a way productive reach objective . (Chamariyah et al., 2022) defines motive as trend For activities that have started from encouragement and ending with adjustment self that satisfies that motive .

### Productivity Work

Productivity originate from the word " production ", which refers to conversion material become goods or desired service consumer. this term often linked with efficiency in use source Power for produce output. Productivity measure quality and quantity work as well as cost source power used. This reflects how much effective source Power used in production and demands employee for utilise potential they in a way maximum for reach objective organization.

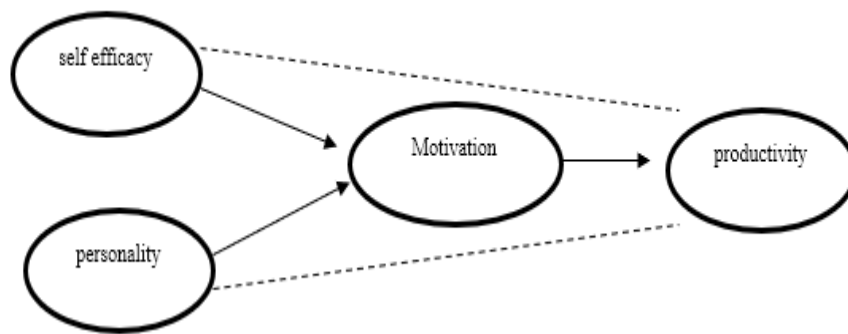
### Hypothesis Study

From the runway theory and framework study as outlined on so can submitted hypothesis in study as following:

- a. Allegedly Variable Motivation Work influential in a way significant to productivity Work Member of the Brimob Corps Police at Mobile Brigade Headquarters Corps Headquarters National Police in Kelapa Dua, Cimanggis
- b. Allegedly Variable Efficacy self-influential in a way significant to productivity Work Member of the Brimob Corps National Police Police at Korbrimob Headquarters National Police in Kelapa Dua, Cimanggis
- c. Allegedly Member Personality Variables influential in a way significant to productivity worked at the Brimob Corps National Police Police at Korbrimob Headquarters National Police in Kelapa Dua, Cimanggis
- d. Allegedly Variable Motivation Work influential in a way significant in mediate Efficacy self to personality to improvement productivity Work Member of the Brimob Corps National Police Police at Korbrimob Headquarters National Police in Kelapa Dua, Cimanggis

### Framework Study

Figure 1. Framework Study



Source: researcher data

### 3. RESEARCH METHODOLOGY

Study This use design **correlational** for evaluate connection between the variables studied, namely efficacy self, personality, motivation work, and productivity. Study this also uses approach mediation for evaluate How Motivation Work mediate connection between efficacy self and personality with productivity Work. Population: Members of the Brimob Corps National Police. Research Sample This involving 20 members Brimob National Police as sample. Election sample done purposive sampling, namely choose members who fulfill it criteria certain for ensure data relevance.

**Table 1. List of Brimob Corps Personnel National Police**

Part	Amount Personnel
Brimob Corps Commander	5
Gegana Troop	5
Pioneer Troop	5
Training Units	5
Intelligence Unit	5

Source: Mobile Brigade Corps National Police

#### Variable Operations and Definitions Operational Variable

**Table 2. Definition Operational Variable**

Name Variable	Definition	Indicator
Productivity (Dependent Variable)	In simple terms, productivity is the comparison between production results (output) compared to the resources used (input). The word "productive" comes from the Latin "productivus" which means "fit for production". 1. In an economic context, productivity is measured by calculating the ratio between Gross Domestic Product (GDP) and the number of hours worked or the number of units produced to the number of hours worked by employees at the company	Productivity indicators according to Gomes (2003) in (Hajar, 2019): <i>Quantity of work</i> <i>Quality of work</i> <i>Jobs knowledge</i> <i>Creativeness</i> <i>Cooperation</i> <i>Dependability</i> <i>Initiative</i> <i>Personal qualities</i>

<p>Self-Efficacy (Independent Variable)</p>	<p>Self-efficacy is a person's confidence or belief in their ability to successfully do something in a particular situation. A person with a strong sense of self-efficacy is more likely to be able to challenge himself to face difficult tasks and be motivated to achieve success</p>	<p>Indicators <i>Self-Efficacy</i> According to Bandura (1997) in (Syahrina &amp; Esther, 2016): <i>Generality</i> <i>Levels</i> <i>Strength</i></p>
<p>Personality (Independent Variable)</p>	<p>Personality is the overall way an individual reacts and interacts with other individuals. In addition, personality is often defined as characteristics that stand out in an individual, such as "a shy personality" or "an outgoing personality". Based on psychology, Gordon Allport states that personality is an organization that includes various psychological and physical aspects, which are structures and processes that can change over time.</p>	<p>According to Kotler, personality is an innate characteristic of human psychology that produces relatively consistent and long-lasting responses to environmental stimuli. Personality is usually described in terms of behavioral characteristics such as confidence, domination, social skills, autonomy, how to defend yourself, adaptability, aggressive nature</p>
<p>Motivation (Variable Mediation)</p>	<p>Motivation Work is something Which push somebody, Good originate from within and from outside a person, so that a person will have high enthusiasm, desire and willingness to carry out work activities</p>	<p>Indicator motivation Work According to Herzberg in (Andriani &amp; Widiawati, 2017): Job success (Achievement Recognition Work That <i>the work itself</i> Responsibility Policy and company administration (Company <i>policy and administration</i>) Quality of Supervision ( <i>Quality supervisor</i> )</p>

Source: author's data

4. ANALYSIS AND DISCUSSION RESULTS

Data Analysis Results

Characteristics Respondent

Study This entitled “The Role of Motivation Work in Mediating Influence Member Self -Efficacy and Personality to Productivity Work ". In research this is what happened respondents is all over personnel at the Kelapa Dua Mobile Brigade Corps Command Headquarters, Depok, totaling 20 people. Therefore iu, in part This will explained about characteristics from respondents in study This.

Table 3. Characteristics Respondent Based on Work Period

No.	Official Status	Amount	Presentation
1	< 25 Years	5	25%
2	26 – 35 Years	10	50%
3	36 – 45 Years	4	20%
4	> 45 Years	1	5%
<b>Amount</b>		20	100%

Source: Primary Data, processed 2024

Based on Table 4.1, then obtained information that characteristics respondents based on work period that is amount working personnel for < 25 Years dominate with amount as many as 5 people or equivalent with 25% and amount working employees during prone to time 26 – 35 Years as many as 10 people or equivalent with 50%. This matter means that at the Kelapa Analysis Mobile Brigade Corps Command Headquarters Descriptive

Variable Self -Efficacy

From these indicators will displayed results descriptive statistical analysis for variable Self -Efficacy is as following:

Table 4. Statistics Descriptive Variable Self -Efficacy

	Missing	Mean	Median	Min	Max	Standard Deviation	Excess Kurtosis
X_01	0,000	4,524	5,000	0,000	5,000	0.879	15,964
X_02	0,000	3,667	4,000	0,000	5,000	0.992	3,892
X_03	0,000	4,595	5,000	0,000	5,000	0.847	20,217
X_04	0,000	4,262	5,000	0,000	5,000	0.977	7,131
X_05	0,000	4,262	5,000	0,000	5,000	1,092	5,510

Source: Primary Data Processed by Smart PLS, 2024

Based on Table 4.6, the average value for each statement item on the variable Self -Efficacy is in the interval 3.61 – 4.8, shows criteria tall. Items with code X\_03 has the highest average value, namely 4.595, while items with code X\_02 has the lowest average value, namely 3.667

Personality Variables

Table 5. Statistics Descriptive Personality Variables

	Missing	Mean	Median	Min	Max	Standard Deviation	Excess Kurtosis
X1_01	0,000	4,167	4,000	0,000	5,000	0.924	8,537
X1_02	0,000	4,214	4,000	0,000	5,000	0.989	6,286
X1_03	0,000	4,476	5,000	0,000	5,000	0.879	15,167
X1_04	0,000	4,333	5,000	0,000	5,000	0.917	10,699
X1_5	0,000	4,381	5,000	0,000	5,000	0.925	10,868

Source: Primary data processed Smarts, 2024

Based on Table 4.5, then can seen that average value for each statement item on the variable Productivity is in the interval 3.61 – 4.8. With So, you can concluded that statement item for Personality variables are included in the criteria tall. Highest average value occurs in statement items with code X1\_03 ie amounting to 4,476. Temporary lowest average value occurs in statement items with code X1\_01 ie amounting to 4,167.

**Variable Motivation**

**Table 6. Statistics Descriptive Variable Motivation**

	Missing	Mean	Median	Min	Max	Standard Deviation	Excess Kurtosis
Y_01	0,000	3,643	4,000	0,000	5,000	0.972	3,117
Y_02	0,000	3,833	4,000	0,000	5,000	0.924	5,580
Y_03	0,000	4,357	5,000	0,000	5,000	0.921	10,764
Y_04	0,000	3,905	4,000	0,000	5,000	0.895	7,328
Y_05	0,000	3,881	4,000	0,000	5,000	1,028	2,974

Source: Primary data processed SmartPLS, 2024

Based on Table 4.5, then can seen that average value for each statement item on the variable Motivation is in the interval 3.61 – 4.8. With So, you can concluded that statement item for variable Motivation is included in the criteria tall. Highest average value occurs in statement items with code Y\_03 ie amounting to 4,357. Temporary lowest average value occurs in statement items with code Y\_01 ie amounting to 3,643.

**Variable Productivity**

**Table 7. Statistics Descriptive Variable Productivity**

	Missing	Mean	Median	Min	Max	Standard Deviation	Excess Kurtosis
Z_01	0,000	8,000	4,000	3,000	183,000	27,342	41,925
Z_02	0,000	8,429	4,000	3,000	193,000	28,834	41,946
Z_03	0,000	9,548	5,000	3,000	218,000	32,561	41,967
Z_04	0,000	8,619	4,000	3,000	198,000	29,584	41,956
Z_05	0,000	8,476	4,000	3,000	194,000	28,985	41,929

Source: Primary data processed SmartPLS , 2024

Based on Table 4.6, then can seen that average value for each statement item on the variable Productivity is in the interval 4.81 – 9.6. With So, you can concluded that statement item for variable Productivity included in the very high criteria . Highest average value occurs in statement items with code Z\_03 ie amounting to 9,548. Temporary lowest average value occurs in statement items with code Y\_01 ie of 8.0.

**Goodness of Fit Assessment**

In the goodness of fit assessment, it can be known through Q2 value. The Q2 value has the same meaning with coefficient determination (RSquare) in the analysis regression, where increasingly high R-Square, then the model can be said more fit with the data. Calculation Q2 value as following (Haired al., 2011):

$$\begin{aligned}
 Q2 &= 1 - (1 - R12) \times (1 - R22) \\
 Q2 &= 1 - (1 - 0.638) \times (1 - 0.772) \\
 &= 1 - (0.362 \times 0.228) \\
 &= 1 - 0.082536 \\
 &= 0.917464 \text{ or } 0.92
 \end{aligned}$$

Based on results calculation that, then it can be known the Q2 value is 0.92, meaning big diversity from research data can explained by the developed structural model in study This is by 92%. Based on results this, model structural in research has a good goodness of fit. Evaluation next on the inner model with see the path diagram that shows significance for independent variable against variable dependent. Figure 4.1 is a path diagram in this model

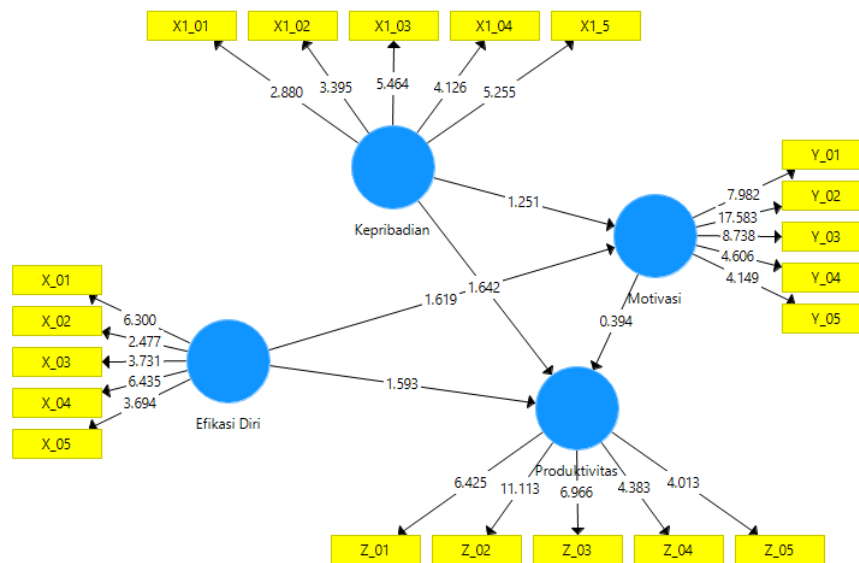


Figure 2. Path Diagram

Testing Hypothesis

Table 8. T- Statistical Test Results

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ((O/STDEV))	P Values
H1 Motivation _ -> Productivity _	-0.237	0.208	0.606	1,992	1695
H2 Self -Efficacy_ -> Productivity _	-0.256	-0.147	0.168	1,731	0.226
H3 Personality_ -> Productivity _	-0.433	-0.300	0.261	1,760	1,198
H4 Self -Efficacy_ -> Motivation _ -> Productivity _	-0.108	0.034	0.254	2,424	2,672

Source: SmartPLS Data Processing

- 1) Variable Motivation to Productivity own t- statistical value of 1.992 > t-table value of 1.72472. With so, then can interpreted that receive H<sub>1</sub>. So, you can concluded that there is significant influence between variable Motivation to Productivity in Mobile Brigade Corps Personnel.
- 2) Variable Self -Efficacy towards Productivity own t- statistical value amounting to 1.731 > t-table value of 1.72472. With so, then can interpreted that accepts H<sub>2</sub>. So, you can concluded that there is significant influence between variable Self -Efficacy towards Productivity in Mobile Brigade Corps Personnel.
- 3) Personality Variables towards Productivity own t- statistical value of 1.760 > t-table value of 1.72472. With so, then can interpreted that receive H<sub>3</sub> So, you can concluded that there is significant influence between Personality variables towards Productivity in Mobile Brigade Corps Personnel.
- 4) Variable Self -Efficacy towards Productivity Personnel through Motivation own t- statistical value amounting to 2.424 > t-table value of 1.72472. With so, then can interpreted that rejects H<sub>4</sub>. So, you can concluded that No there is significant influence between variable Self -Efficacy towards Productivity Personnel through Motivation at the Kelapa Dua Mobile Brigade Command Headquarters, Depok. These results also show that variable mediation No role as variable mediation in explain connection Self -Efficacy and Productivity Mobile Brigade Corps Personnel.

Discussion

**Influence Motivation to Productivity Mobile Brigade Corps personnel Kelapa Dua Depok Police**

Hypothesis testing show that Motivation influential positive and significant to Productivity, with coefficient negative and the t- statistic value is 1.992, which exceeds t-table value 1.72472. Statement items with code Y02 contributes the most to variable Self -Efficacy, namely 16.910%. This result support hypothesis existing research



and theory, shows that trust self-influence motivation in set purpose, effort, resilience, and coping failure. With Thus, high motivation can increase Productivity Kelapa Dua Mobile Brigade Corps personnel, Depok. This matter in line with results study from (Fitrah, 2022) , (Nelloh, 2018) .

#### **Influence Self -Efficacy Against Productivity Mobile Brigade Corps personnel Kelapa Dua Depok Police**

Hypothesis testing show that Self -Efficacy matters positive and significant to Productivity, with a t- statistic of 1.731 exceeds the t-table of 1.72472. Statement items with code X01 gives contribution largest, namely 6.420%, against variable Self -Efficacy. This result support Existing hypotheses and theories, show that trust self-influence productivity through determination purpose, effort, endurance to difficulties, and failure (Bandura, 1997). With Thus , high Self -Efficacy increase Productivity Kelapa Dua Mobile Brigade Corps personnel , Depok, p This in accordance with results study from (Syarif et al., 2023) , (Zebua, 2020) . (Laia et al., 2023)

#### **Influence Personality Against Productivity Mobile Brigade Corps personnel Kelapa Dua Depok Police**

Hypothesis testing show that personality matters positive and significant to Productivity, with a t- statistic of 1.760 exceeds the t-table of 1.72472. Statement items with the X1.03 code contributed the most, namely 5.627%, to Personality variables. This result support Existing hypotheses and theories, show that personality influence productivity through determination purpose, effort, endurance face difficulties, and failure (Bandura, 1997). Therefore that , high personality increase Productivity Kelapa Dua Depok Brimob Corps personnel , in accordance with results study from (Sintya & Gabriel, 2023) , (Adawiyah & Suci, Rahayu Puji, 2022) , (Wiliana & Surya, 2022)

#### **Influence Self -Efficacy Against Productivity with Motivation as Variable Mediation for Mobile Brigade Corps personnel Kelapa Dua Depok Police**

Research result prove truth proposed hypothesis, which is based on theory and research previously. Trust self-influence productivity through determination purpose, effort, endurance to difficulties, and failures. With Thus, high Self -Efficacy increase motivation and productivity personnel. In accordance with results study from (Rahmawati & jauhari, 2022) , (Fadilah et al., 2022)

## **5. CONCLUSIONS, LIMITATIONS AND RECOMMENDATIONS**

### **Conclusion**

Study show that motivation work and efficacy self-role significant in increase productivity member of the Indonesian Police Mobile Brigade. Motivation work, as internal drive to reach goals and optimal performance, proven positive influence productivity. Member motivated police tend show more performance good and effective.

### **Limitations**

As for limitations in study This includes:

Limited time and resources Power for do more research deep. Data collection only done in one location research, namely the Brimob Corps Police, so generalization results need done with Be careful. Possibility there is internal bias data collection or interpretation results Because limitations researcher.

### **Suggestion**

Do study advanced with more samples wide and from various location for get more representative results. Integrate Other factors are also potential influence productivity work, like environment work and support superior. Give training and development self to members of the Indonesian Police Mobile Brigade for increase motivation work and efficacy self they.

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