

**DETERMINATION OF SELF EFFICACY, WORKING ETHOS, WORKING DISCIPLINE WITH ORGANIZATIONAL CITIZENSHIP BEHAVIOR AS INTERVENING VARIABLES ON WORK ACHIEVEMENT WITH USING SEM-PLS (RESEARCH STUDY PERSONNEL DITPOLAIRUD POLDA KEPRI)**

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**ABSTRACT**

*In this study, researchers used respondent data, such as gender, age and length of work of respondents in order to provide information about relationships. Where from the questionnaires distributed as many as 75. The discussion in this chapter is the result of field studies to obtain questionnaire answer data which measures the five main variables in this study, namely self-efficacy, work ethic, work discipline, organizational citizen behavior and work performance. Data analysis with parametric and non-parametric statistics using SEM-PLS (Structural Equation Modeling-Partial Least Square) regarding research variables, instrument tests, normality tests, hypothesis testing, and discussion of the results of hypothesis testing and Path Analysis Path. This study uses path analysis (path analysis) to examine relationship patterns that reveal the effect of a variable or a set of other variables, both direct and indirect. The calculation of the path coefficient in this study was assisted by Smart PLS Ver 3.0. To have a direct and indirect effect between variables, the calculation results of the path coefficient and to see the significance.*

*The influence of the X3 variable on X4 has a P-Values value of 0.043 <0.05, so it can be stated that the effect of X3 on X4 is significant. The influence of the X3 variable on Y has a P-Values value of 0.033 <0.05, so it can be stated that the effect of X3 on Y is significant. The effect of the variable X4 on Y has a P-Values value of 0.013 <0.05, so it can be stated that the effect of X4 on Y is significant. The effect of variable X1 on X4 has a P-Values value of 0.003 <0.05, so it can be stated that the effect of X1 on X4 is significant. The effect of the variable X1 on Y has a P-Values value of 0.010 <0.05, so it can be stated that the effect of X1 on Y is significant. The effect of variable X2 on X4 has a P-Values value of 0.003 <0.05, so it can be stated that the effect of X2 on X4 is significant. The effect of variable X2 on Y has a P-Values value of 0.033 <0.05, so it can be stated that the between X2 and Y is significant.*

***Keywords: Self-efficacy, Work Ethic, Work Discipline, Organizational Citizenship Behavior, Work Achievement***

## **I. INTRODUCTION**

Ditpolairud Polda Kepri is part of the Polri institution that has duties and responsibilities in the security sector in the waters of the Riau Islands Province to carry out a quick wins program synergized with the vision of Ditpolairud Polda Kepri to realize a professional, modern and reliable Ditpolairud Polda Kepri through a strategy of strive for excellence that will implemented up to the ideal stage, namely the National Police as a superior organization (excellence). In order to realize the vision and mission of the personnel of Ditpolairud Polda Kepri, it is necessary to increase self-efficacy which supports the realization of the vision and mission. What personnel will do in a particular situation is highly dependent on behavioral reciprocity, environment, and cognitive conditions, particularly factors related to the belief that they can or do not meet behavioral needs to produce the desired behavior in a particular situation. Self-efficacy is human belief in their ability to exercise a number of measures of control over their self-function and events in their environment. Work Ethic is to do work harder so that it can be expected to be faster and better. Work Ethic is the psychological nature and feelings of a person to work actively and consistently in achieving common goals for organizational goals. Improving the work discipline of personnel resources in all fields is one of the efforts that must be made for the creation of superior personnel. Personnel awareness is required by complying with applicable regulations. Regulations are needed to provide guidance and

counseling for personnel in creating good order in agencies. Employees will do a job that is not their job without wanting a reward called organizational citizenship behavior. Organizational citizenship behavior as a willingness to carry out high efforts to achieve organizational goals conditioned by the ability to meet the individual needs of certain personnel. Work performance is a reflection of which is the work result of a work personnel in quality and quantity achieved by an employee in carrying out tasks in accordance with the responsibilities assigned to him. Job performance is very important in the organization to achieve its goals, so that the organization makes various efforts to improve it.

### **Formulation of the problem**

1. Does self-efficacy directly determine organizational citizenship behavior ?
2. Does the work ethic directly determine the discipline ?
3. Does work discipline directly determine organizational citizenship behavior ?
4. Does organizational citizenship behavior directly determine the work performance ?
5. Does self-efficacy directly determine the work performance ?
6. Does work ethic directly determine the work performance ?
7. Does work discipline directly determine the work performance ?

## **II. RESEARCH METHOD**

In this study, researchers used respondent data, such as gender, age

and length of work of respondents in order to provide information about relationships. Where from the questionnaires distributed as many as 75. The discussion in this chapter is the result of field studies to obtain questionnaire answer data that measures five main variables in this study, namely self-efficacy, work ethic, work discipline, organizational citizenship behavior, and work achievement. Data analysis with parametric and non-parametric statistics using SEM-PLS (Structural Equation Modeling-Partial Least Square) regarding research variables, instrument tests, normality tests, hypothesis testing, and discussion of the results of hypothesis testing and Path Analysis Path. This study uses path analysis (path analysis) to examine relationship patterns that reveal the effect of a variable or a set of other variables, both direct and indirect. The calculation of the path coefficient in this study was assisted by Smart PLS Ver 3.0. For the effect of departing directly and indirectly between variables, the results of the calculation of the coordination coordinates are to see the significance.

### **Population and Sample**

The population in this study was in Batam City Health Department, amounting to 75 people regardless of specific strata and field of duty. Arikunto (in Riduwan, 2012: 210) states that if the subject is less than 100, it is better to take all of them, so that the research is a population study. Because of population limitations, all members of the population were used as the research sample, so this study used a saturated sample, which was taken through the Census Technique using proportional random sampling.

### **III. RESULT AND DISCUSSION**

Internal consistency analysis is a form of reliability used to assess the consistency of results across items on the same test. Internal consistency testing using a composite reliability value with the criteria of a variable is said to be reliable if the composite reliability value is  $> 0.600$  (Hair, Hult, Ringle, & Sarstedt, 2014).

#### **Internal Consistency Analysis**

Tabel 1

<b>Variabel</b>	<b>Cronbach's Alpha</b>	<b>rho_A</b>	<b>Composite Reliability</b>	<b>Average Variance Extracted (AVE)</b>
<b>X1</b>	<b>0.875</b>	<b>0.882</b>	<b>0.903</b>	<b>0.540</b>
<b>X2</b>	<b>0.880</b>	<b>0.886</b>	<b>0.906</b>	<b>0.550</b>
<b>X3</b>	<b>0.903</b>	<b>0.911</b>	<b>0.925</b>	<b>0.612</b>
<b>X4</b>	<b>0.897</b>	<b>0.900</b>	<b>0.918</b>	<b>0.583</b>
<b>Y</b>	<b>0.831</b>	<b>0.867</b>	<b>0.872</b>	<b>0.475</b>

Source: Data Processing (2020)

Based on the data of the internal consistency analysis in the table above, the results show that the variables X1,

X2, X3, X4 and Y have a composite reliability value  $> 0.600$ , so all X1, X2, X3, X4 and Y variables are reliable.

**Convergent Validity**

Tabel 2

	X1	X2	X3	X4	Y
X1.1	0.564				
X1.2	0.850				
X1.3	0.864				
X1.4	0.752				
X1.5	0.716				
X1.6	0.693				
X1.7	0.665				
X1.8	0.733				
X2.1		0.608			
X2.2		0.750			
X2.3		0.833			
X2.4		0.829			
X2.5		0.814			
X2.6		0.711			
X2.7		0.683			
X2.8		0.671			
X3.1			0.453		
X3.2			0.825		
X3.3			0.756		
X3.4			0.825		
X3.5			0.850		
X3.6			0.716		
X3.7			0.875		
X3.8			0.870		
X4.1				0.800	
X4.2				0.798	
X4.3				0.800	
X4.4				0.719	
X4.5				0.683	
X4.6				0.736	
X4.7				0.804	
X4.8				0.758	
Y1					0.543
Y2					0.433
Y3					0.628
Y4					0.842
Y5					0.873
Y6					0.775
Y7					0.682
Y8					0.677

Source: Data Processing (2020)

Based on the table above, it can be seen that the value of outer loading for variables X1, X2, X3, X4, Y where the value of all the items in the 5 variables tested is greater than 0.4, so all indicators in 5 variables are declared valid.

Discriminant validity aims to assess an indicator of a construct variable is valid or not, namely by looking at the Heterotrait Value - Monotrait Ratio Of Corelation (HTMT) <0.90, then the variable has good (valid) discriminant validity (Hair, Hult, Ringle, & Sarstedt, 2014).

### Disciplinary Validity

Tabel 3

Variabel	X1	X2	X3	X4	Y
X1					
X2	<b>0.548</b>				
X3	<b>0.491</b>	<b>0.710</b>			
X4	<b>0.523</b>	<b>0.788</b>	<b>0.711</b>		
Y	<b>0.694</b>	<b>0.598</b>	<b>0.721</b>	<b>0.576</b>	

Source: Data Processing (2020)

Based on the table above, the results of the correlation of variables X1 with X2, X1 with X3, X1 and X4, variables X1 and Y all variables have a correlation value <0.900, thus the correlation value of all variables is declared valid.

strong or not. If there is a strong correlation, it means that the model contains problems from a methodological point of view, because it has an impact on the estimation of its statistical significance. This problem is known as collinearity. The value used to analyze it is by looking at the Variance Inflation Factor (VIF) value. (Hair, Hult, Ringle, & Sarstedt, 2014; Garson, 2016). If the VIF value is greater than 5.00, it means a collinearity problem occurs, and conversely there is no collinearity problem if the VIF value is <5.00 (Hair, Hult, Ringle, & Sarstedt, 2014).

### Structural Model Analysis (Inner Model)

The structural model analysis or (inner model) aims to test the research hypothesis. The part that needs to be analyzed in the structural model is the coefficient of determination (R Square) by testing the hypothesis. Collinearity test is to prove whether the correlation between latent variables / constructs is

Tabel 4

Variabel	X1	X2	X3	X4	Y
X1				<b>1.327</b>	<b>1.328</b>
X2				<b>1.815</b>	<b>1.921</b>
X3				<b>1.738</b>	<b>1.769</b>
X4					<b>1.971</b>
Y					

Source: Data Processing (2020)

From the data above it can be described that the VIF value for the correlation X1

with Y, X2 with Y, X3 with Y, X4 with Y has a value  $<5.00$  so there is no

problem, thus from the data above, the structural model is in the case of it does not contain a collinearity problem.

**Direct Influence Hypothesis**

Testing the direct effect hypothesis aims to prove the hypotheses of the effect of a variable on other variables directly (without intermediaries). If the path coefficient value is positive it indicates that an increase in the value of one variable is followed by an increase in

collinearity

the value of other variables, if the path coefficient value is negative it indicates that an increase in one variable is followed by a decrease in the value of another variable. If the probability value (P-Value)  $<Alpha (0.05)$  then  $H_0$  is rejected (the effect of a variable with other variables is significant). If the probability value (P-Value)  $> Alpha (0.05)$  then  $H_0$  is rejected (the effect of one variable with other variables is not significant).

Tabel 5

Variabel	Real sample	Average sample	Standard Deviation	T Statistics	P Values
X1 -> X4	-0.005	-0.003	0.029	0.176	<b>0.009</b>
X1 -> Y	0.932	0.931	0.048	19.433	<b>0.000</b>
X2 -> X4	0.950	0.948	0.027	34.549	<b>0.000</b>
X2 -> Y	0.022	0.039	0.111	0.202	<b>0.008</b>
X3 -> X4	0.040	0.043	0.036	1.117	<b>0.027</b>
X3 -> Y	0.181	0.170	0.075	2.417	<b>0.018</b>
X4 -> Y	-0.116	-0.131	0.110	1.053	<b>0.030</b>

Source: Data Processing (2020)

- The direct effect of variable X3 on variable X4 has a path coefficient of 1.117 (positive), so an increase in the value of variable X3 will be followed by an increase in variable X4. The influence of the X3 variable on X4 has a P-Values value of 0.027  $<0.05$ , so it can be stated that the effect of X3 on X4 is significant.
- The direct effect of variable X3 on variable Y has a path coefficient of 2.417 (positive), so an increase in the value of variable X3 will be followed by an increase in variable Y. The effect of variable X3 on Y has a P-Values value of 0.018  $<0.05$ , so it can be stated that the influence between X3 on Y is significant.
- The direct effect of variable X4 on variable Y has a path coefficient of 1.053 (positive), so an increase in the value of variable X4 will be followed by an increase in variable Y. The effect of variable X4 on Y has a P-Values value of 0.030  $<0.05$ , so it can be stated that the influence between X4 on Y is significant.
- The direct effect of variable X1 on variable X4 has a path coefficient of 0.176 (positive), so an increase in the value of variable X1 will be followed by an increase in variable X4. The effect of variable X1 on X4 has a P-Values value of 0.009

- <0.05, so it can be stated that the effect of X1 on X4 is significant.
5. The direct effect of variable X1 on variable Y has a path coefficient of 19.433 (positive), so an increase in the value of variable X1 will be followed by an increase in variable Y. The effect of variable X1 on Y has a P-Values value of 0.009 <0.05, so it can be stated that the influence between X1 on Y is significant.
  6. The direct effect of variable X2 on variable X4 has a path coefficient of 34.549 (positive), so an increase in the value of variable X2 will be followed by an increase in variable X4. The effect of the variable X2 on X4 has a P-Values value of 0.027 <0.05, so it can be stated that the effect of X2 on X4 is significant.
  7. The direct effect of variable X2 on variable Y has a path coefficient of 0.202 (positive), so an increase in the value of variable X2 will be followed by an increase in variable X4. The influence of the X2 variable on Y has a P-Values value of 0.008 <0.05, so it can be stated that the effect of X2 on Y is significant.

**Coefficient of Determination**

The coefficient of determination (R Square) aims to evaluate the accuracy of the predictions of a variable. In other words, to evaluate how the variation in the value of the dependent variable is affected by the variation in the value of the independent variable in a path model.

Tabel 6

Variabel	R Square	Adjusted R Square
X4	0.398	0.343
Y	0.570	0.516

Source: Data Processing (2020)

**IV. CONCLUSION**

Self-efficacy on work performance is proven to be influential so that increasing the self-efficacy of each employee needs to be considered, in timely coaching for work it will make the work ethic of each personnel better, the work discipline of personnel who are already good needs to get appreciation so that it spurs other employees to be more disciplined, employees with organizational citizenship behavior needs to be maintained, the work performance of each personnel needs to be improved with training, and the application of work discipline for personnel DITPOLAIRUD POLDA KEPRI.

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