

THE INFLUENCE OF SELF-EFFICACY, INTRINSIC MOTIVATION, ISLAMIC WORK ETHIC, AND PSYCHOLOGICAL WELL-BEING ON PERFORMANCE

(Study of Nurses at RSI Muhammadiyah Tegal)

Luthfi Arie Widzayanto¹, Hermin Endratno², Akhmad Darmawan³, Totok Haryanto⁴

Faculty of Economics and Business, Muhammadiyah University Purwokerto

E-mail: luthfi.ariew14@gmail.com

Abstract: Human resources have an important role in the company achieving its goals. This research aims to examine the influence of self-efficacy, intrinsic motivation, islamic work ethics, and psychological well-being on performance. The research uses primary data and is a type of quantitative research. Permanent nurse at RSI Muhammadiyah Tegal with a population of 155 people, using a purposive sampling method with the criteria being permanent nurses and a minimum work period of 1 year. The response rate in this study was 83.22% or 129 nurses. Questionnaires were distributed via Google Forms to collect data. Using multiple regression analysis via the SPSS 26 application. The results of this study show self-efficacy, Intrinsic motivation, and psychological well-being have a positive and significant effect on performance. However, Islamic work ethic does not affect performance.

Keywords: *Self Efficacy, Intrinsic Motivation, Islamic Work Ethics, Performance*

1. Pendahuluan

Health is an important thing that must be paid attention to by all humans. Fulfillment of the importance of health must be supported by adequate facilities by service providers in the health sector. It is not only facilities that need to be considered, the quality of human resources also needs attention. This is also supported by the Republic of Indonesia government regulation number 47 of 2021 in article 27 paragraph (1) point b concerning the obligation to provide health services, in this case, hospitals, namely "Provide safe, quality health services, without discrimination and effectively. Prioritizes patient interests by hospital standards. One of the health service providers in Tegal district is RSI Muhammadiyah, founded on December 24 1989 to realize optimal health status for public health by promoting health, preventing disease, healing, and recovering which is carried out comprehensively by applicable legislation, without discriminating against social economics, religion and class. To realize the goal of establishing RSI Muhammadiyah Tegal, the hospital should pay attention to the quality of performance of its employees.

According to Sinambela, (2019), Performance is a person's ability to carry out certain skills. Employee performance needs attention because with this performance it will be known how far they can carry out the tasks assigned to them. One of the performances of RSI Muhammadiyah employees that must be paid attention to is nurses because they have a very large role in providing health services. Remember that nurses are employees who often interact with patients and assist in the patient's health recovery process. Therefore, health service providers always pay attention to the performance of nurses to improve the quality of their competence.

Refer to the self-determination theory of Deci & Ryan, (1985), humans have needs that exist within themselves psychologically, namely feeling autonomy, confidence in their competence, and social connectedness to the environment. This theory states that when these needs are met, individuals tend to be more motivated, experience higher psychological well-being, and increase the quality of performance. In this theory, it can be concluded that basic psychological needs can be a factor that influences performance. Factors related to this theory can influence performance, namely self-efficacy, intrinsic motivation, Islamic work ethics, and psychological well-being.

Self-efficacy is a person's belief in their ability or competence to carry out the tasks and responsibilities they are given to achieve goals and overcome obstacles that occur (Bandura & E.Adam, 1977). Self-efficacy is an individual's assessment of his or her competence. The importance of self-efficacy will influence the effort required and ultimately be seen in employee performance (Novita Widiawaty et al., 2020). Self-efficacy is related to aspects of competence (competence). When someone has high confidence in their abilities, they tend to feel more competent in overcoming the tasks or challenges they face. This will increase self-confidence in individual nurses. The lack of self-confidence in nurses at RSI Muhammadiyah Tegal is characterized by feelings of doubt regarding their competence when given the task of providing services, especially to high-class patients, this is due to the demand to always provide the best service. Research conducted by Siregar, (2021), Julita et al., (2019), Mega Langi et al., (2022), Harianja et al., (2022), and Bagis et al., (2023) resulted in self-ability having an influence significant positive impact on performance. Meanwhile, Gemely, (2020), Saputri & Lestariningsih, (2021), and Noor Ritawaty & Ahmad Maulani, (2023) found that Self Efficacy had no significant effect on performance.

Another factor related to self-determination theory that impacts performance is intrinsic motivation. According to Deci et al., (1991), intrinsic motivation is a process where a person has the desire to carry out the task given, as well as the desire to do the best in carrying out the task given. Intrinsic motivation includes feelings of responsibility, achievement, achievement, feeling challenged or competition, that something is task or goal-related. Self-determination theory states that individuals tend to feel more satisfied and gain greater satisfaction when they can carry out desired activities autonomously and experience intrinsic pleasure from these activities. Some permanent nurses at RSI Muhammadiyah Tegal appear to have reduced their inner motivation when working, this is because the salaries given to permanent nurses are quite high, thereby reducing individual targets to work harder, bring out their best abilities, and stay within their routine comfort zone. According to previous research conducted by (Festus Evly et al., 2022), Syafranuddin & Rahmanto, (2019) and Mujahid & Nugraha, (2020) prove that intrinsic motivation has a significant positive effect on performance. Meanwhile, according to Anwar, (2019), Muhamad et al., (2019), Cahya et al., (2021), and Purnomo et al., (2021) from the results of their research, intrinsic motivation variables do not affect performance.

The next factor that can influence performance is the Islamic work ethic. According to Yousef, (2000), Islamic work ethics are Islamic values that can reflect a person's attitude towards work, discipline, responsibility, prioritizing activities, and the desire to contribute to providing good work to achieve the desired organizational success. Working with Islamic work ethics in every employee is important, especially for nurses, this is because nurses work not only with worldly thoughts but the work they do is also considered as worship, and they work sincerely so that nurses will bring out their best abilities. that he has. A phenomenon that can be seen in permanent nurses is that some nurses sometimes lack discipline, especially after taking a break, because they do not return to work on time, especially on Fridays, especially for male nurses after the Friday break. Research conducted by Kurniati et al., (2021), Syarif et al., (2019), and

Habibie, and Firdaus, (2020), proves that the Islamic work ethic has a significant positive effect on performance. Meanwhile, research conducted by Faadhilah et al.,(2022) shows that the Islamic work ethic does not affect employee performance.

The next factor that influences performance is psychological well-being. According to Ryff & Keyes, (1995), psychological well-being or psychological well-being is the mental state of a person who has good behavior towards himself and fellow humans around him. Being kind is like having the competence to take action for yourself and regulate all your actions. A person who has a good level of psychological well-being will be able to adapt to the environment easily, have direction in his life make his life useful, and try to improve his quality and explore his potential. Includes psychological well-being into all aspects of self-determination theory. When individuals feel autonomous in making decisions, feel competent in performing tasks or activities, and experience positive social relationships, they tend to experience higher psychological well-being. Social relations within the nursing sector appear to be less conducive, this can be seen in the intense competition between permanent nurses and new nurses who enter with higher degrees. This makes nurses feel less competent than young nurses, so social relationships become less positive and can reduce psychological well-being and affect performance. Research conducted by Sofyanty & Setiawan, (2020), Jalil et al., (2020), and Dwinanda et al.,(2021) proves that positive psychological well-being is significant on employee performance. Meanwhile, research conducted by Rijal, (2020), and Pratama & Endratno, (2022), found that psychological well-being did not affect employee performance.

This research is a development research carried out by previous researchers Siregar, (2021) with the independent variables self-efficacy and intrinsic motivation on performance. This research states that self-efficacy and intrinsic motivation have a significant positive effect on employee performance. Researchers will develop and add two independent variables, namely Islamic work ethic and psychological well-being variables. The aim is to explore further the factors that influence the performance of nurses at the RSI Muhammadiyah Tegal Hospital.

2. Literature Review

Self-Determination Theory

Self-determination theory Deci & Ryan, (1985). Proposes that every person has needs that must be met to feel satisfied and function optimally. The third basic need is Competence, namely the need to feel competent or able to carry out the tasks given. Secondly, Autonomy is the need to have control and autonomy in the actions and decisions taken. Third, relatedness, namely the need to feel connected to other people and feel valued by them. Some indicators of self-determination theory are: (1) Motivation (2) Satisfaction (3) Mental health (4) Behavior (5) Individual differences (Deci et al., 1991).

Self-efficacy has a positive and significant effect on performance

According to the self-determination theory by Deci & Ryan, (1985), humans have the autonomy to regulate themselves, competence in certain fields, and also the ability to relate socially with others. According to Chamariyah (2015), self-efficacy influences a person's choices, goals, emotional reactions, efforts to overcome problems, and persistence. The main sources of self-efficacy are abilities and performance that has been achieved (past performance). Both have a positive effect on self-efficacy. This is similar to research which is conducted by Siregar (2021), Julita et al., (2019), Mega Langi et al., (2022), and Harianja et al., (2022) Self Efficacy influences performance significantly positively.

H1: Self-efficacy has a positive and significant effect on performance

Intrinsic motivation has a positive and significant effect on performance

Theory Maslow (1974) Intrinsic motivation comes from the individual himself to do work which is driven by the individual's desires and not based on factors outside the human self to encourage doing the work. Intrinsic motivation to carry out an individual's internal drive to work, such as awareness of the importance of the responsibilities given and the work that must be completed to achieve goals. The higher the internal motivation a person has, the more it will encourage that person to work better Potu et al., (2021). Research conducted by Festus Evly et al., (2022), Syafranuddin & Rahmanto, (2019), and Mujahid & Nugraha, (2020) prove that intrinsic motivation positive significant effect on performance.

H2: Intrinsic motivation has a positive and significant effect on performance

Islamic work ethic has a positive and significant effect on performance

Based on the self-determination theory by Deci and Ryan (1985), one of the basic human needs is autonomy. Autonomy is one of the key aspects of this theory, which involves the feeling that individuals have control and freedom to carry out their actions without excessive external pressure. One of the freedoms that exists in this case is that individuals are free to work by the teachings of the beliefs they adhere to which are sourced from the Koran and hadith. According to Ashmos et al (2000) Including religion and spirituality in the work environment can increase morale among employees which can improve performance. Research by Candra et al., (2022), Syarif et al., (2019), Kurniati et al., (2021) and Habibie & Firdaus, (2020) prove that Islamic work ethics have a positive and significant effect on performance.

H3: Islamic work ethic has a positive and significant effect on performance

Psychological well-being has a positive and significant effect on performance

Self-determination theory is closely related to A person's psychological well-being is related to the individual's behavior in the environment where the individual lives. According to Ryff (2000), Psychological well-being is not only about a person's mental condition but includes a person's activeness in the environment, understanding the direction of life's goals, being able to take appropriate action, and having a friendly attitude towards fellow humans. Individuals who are satisfied with what they have can relate socially without feeling different from other people, have independence in dealing with problems that occur, and can develop their potential gradually will have an impact on improving performance. Studies by Sofyanty & Setiawan, (2020), Jalil et al., (2020), and Dwinanda et al., (2021) prove that psychological well-being positive significant effect on performance.

H4: Psychological well-being has a positive and significant effect on performance

3. Research Methods

This research was carried out on nurses at RSI Muhammadiyah Tegal. The population of this study was 155 employees. The nurse response rate in the study was 83.22% (129). The sample acquisition technique used a purposive sampling method with the criteria of permanent nurses having a minimum work period of 1 year. The questionnaire was distributed directly to permanent nurses at RSI Muhammadiyah Tegal via Google form. Primary data was measured using a Likert scale from strongly agree to strongly disagree and then processed using SPSS Version 26 with multiple linear regression analysis.

Performance is the dependent variable. Self-efficacy, Intrinsic Motivation, Islamic Work Ethics, and Psychological well-being are the independent variables. The indicators in this research are explained in the table below:

Table 1.

No.	Variable	Operational definition	Indicator
1.	Performance (Y)	The willingness of a person or group to carry out an activity according to their responsibilities with results as expected by PKU Muhammadiyah Tegal Islamic Hospital.	1. Quality, 2. Quantity, 3. Punctuality, 4. Effectiveness, 5. Independence. 6. Work commitment (Moring et al. 2021)
2.	Self-Efficacy (X1)	The individual's perceived ability to overcome a situation is related to the assessment of the ability of nurses at RSI Muhammadiyah Tegal to carry out an action related to a particular situation.	1. Solution to problems, 2. Be confident in place Work, 3. Empowerment, 4. Contribute constitutional development, 5. Work ethically, 6. Moral awareness tall, (Razak, 2021)
3.	Intrinsic Motivation (X2)	encouragement or motivation from within the individual himself to carry out an action or activity.	1. Work accordingly competence, 2. Work is useful for tomorrow, 3. On-site challenges Work, 4. Meaningful work, 5. Satisfaction at work. Razak,(2021)
No.	Variable	Operational definition	Indicator

4.	Islamic Work Ethics (X3)	attitude, character, and work habits that are based on the Islamic faith/aqidah system to show oneself as a servant of Allah who must implement it by doing the best at work and positioning oneself as part of the best society.	<ol style="list-style-type: none"> 1. Dedication to work, 2. Useful work, 3. Justice and mercy heart, 4. Contribute to prosperity, 5. Do the work with ability best, 6. Facility work encourages growth in personal and social 7. Source of happiness, 8. Work independently, 9. Punctual, 10. Responsibility, 11. Value work from intention (Ali, 1992)
	Psychological well being (X4)	Psychological well-being is the state of an individual who feels happy and satisfied with his life, has a high sense of optimism, and can overcome challenges and stress in life.	<ol style="list-style-type: none"> 1. Self-acceptance, 2. positive relationship with others, 3. Have a purpose in life, 4. Autonomy 5. Mastery of the environment 6. Self-development (Ryff & Keyes, 1995)

The research used the latest version of SPSS 26. The tests carried out included instrument testing, classical assumption testing and hypothesis testing. In instrument testing there are validity and reliability tests. The normality test, multicollinearity test and heteroscedasticity test are included in the classical assumption test. The next test is the model suitability test, multiple regression analysis, partial test and coefficient of determination R^2 .

4. Results & Discussion

4.1. Results

Respondent description

In this study, the number of respondents was 129 people with a classification of 27 male nurses and 102 female nurses. The number of respondents aged 21-30 years was 44 people, 59 people in the 31- 40 years age range, 25 people in the 41-50 years age range and 1 person aged ≥ 50 . Education Level Respondents totaled 73 people for D III level, 46 people for S1, 1 person for Masters and 9 people for the Nursing Profession.

Can be explained that the majority of respondents were women, amounting to 102 people or (79%), this is due to people's perception that being a nurse is synonymous with women's work.

The average age of respondents is dominated by the age range 31-40 years or (46%), this is because the process of being appointed as a nurse at RSI Muhammadiyah Tegal requires experience and quite a long time. Meanwhile, the education level of permanent nurses at RSI Muhammadiyah Tegal was dominated by D III with 73 people or (57%), this was because the Bachelor of Nursing education level at that time was still rare and the D III level was more popular.

Test Research Instruments

1. Validity Test

The validity test that has been carried out on all variables, both those that influence (X) and (Y), is stated to be able to be used for research because it is valid and has a greater correlation than the R table (calculated $R > 1.455$ R table).

2. Reliability Test

From the tests that have been carried out, the variables that influence and affect self-efficacy (X1), intrinsic motivation (X2), Islamic work ethic (X3), psychological well-being (X4), and performance (Y) are declared to be reliable because the Cronbach's alpha value of each above 0.70.

Classic assumption test

1. Normality Test

In accordance with the rules below, data can be said to be normally distributed if the significance value is greater than 0.05. In this research, it is known that using the Monte Carlo method, the significance value of 0.389 is greater than 0.05, so the data in this penalty can be said to be normally distributed.

2. Multicollinearity Test

The results of the multicollinearity test showed that the tolerance value of the self-efficacy variable was 0.468 with a VIF value of 2.138, the intrinsic motivation variable was 0.376 with a VIF value of 2.659, the Islamic work ethics variable was 0.481, with a VIF value of 2.080, and the psychological well-being variable was 0.379 with a VIF value of 2.636. . So, based on the results of this study, it can be said that there are no symptoms of multicollinearity because all variables have a tolerance value above 0.10 and the VIF is below 10.

3. Heteroscedasticity Test

The calculation results show that the significance of the self-efficiency variable is 0.077, the intrinsic motivation variable is 0.410, the Islamic work ethic variable is 0.877, and the psychological well-being variable is 0.77. All significant variable values are above 0.05. This means that there is no heteroscedasticity between variables in the regression model.

Hypothesis testing

1. Model feasibility test (F test)

Based on the results of the F test in the research, it is known that the calculated F is 47.815 with a significance value of $0.000 < 0.05$. Meanwhile, the F table at the 95% confidence level, $df 1 = N - K = 129 - 5 = 124$, and $df 2 = K - 1 = 5 - 1 = 4$ gets an F table value of 2.44. Thus $F_{count} > F_{table}$ ($47.815 > 2.44$). This means that the regression model is declared suitable or suitable.

2. Multiple Linear Regression Analysis

$$Y = \alpha + \beta X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + e$$

$$Y = 0.986 + 0.325 X_1 + 0.218 X_2 + 0.058 X_3 + 0.166$$

3. Partial Test

Table 2. Partial Test Results

Independent Variable	t count	t table	P> t	Conclusion
Self-efficacy (X1)	4,630	1,656	0,000	Positive & Significant
Intrinsic motivation (X2)	2,778		0.006	Positive & Significant
Islamic work ethic (X3)	0.792		0.430	No effect
Psychological well being (X4)	2,045		0.043	Positive & Significant

Source: Processed primary data, 2023

Based on the test results, several conclusions can be drawn as follows:

a. Self-Efficacy t Test (X1) on Performance (Y)

In the table above $t \text{ count} > t \text{ table}$ ($4,630 > 1.656$) and the significance of 0.000 is smaller than 0.05. Thus, the second hypothesis which states "*Self-efficacy* has a positive and significant effect on employee performance" is declared accepted.

b. t Test Intrinsic Motivation (X2) on Performance (Y)

In the table above $t \text{ count} > t \text{ table}$ ($2,778 > 1.656$) and the significance of 0.006 is smaller than 0.05. This the second hypothesis which states "*Intrinsic Motivation* has a positive and significant effect on employee performance" is declared accepted.

c. Islamic work ethic t-test (X3) on Performance (Y)

In the table above $t \text{ count}, < t \text{ table}$ ($0.792 > 1.656$) and the significance is 0.430 greater than 0.05. Thus, the second hypothesis which states that "*Islamic Work Ethics* has a positive and significant effect on employee performance" is declared rejected.

d. Psychological well-being t-test (X4) on Performance (Y)

In the table above $t \text{ count} > t \text{ table}$ ($2,045 > 1.656$) and the significance of 0.043 is smaller than 0.05. This the second hypothesis which states "*Psychological Well-Being* has a positive and significant effect on employee performance" is declared accepted

4. Coefficient of Determination R

Table 3. Coefficient of Determination Test Results R^2

Model Summary	
R Square	0.594

Source: Processed primary data, 2023

It is known that the R Square value is 0.594. This shows that all independent variables including self-efficacy, intrinsic motivation, Islamic work ethic, and psychological well-being can influence performance by 59.4%. The remaining 40.6% were outside this study.

4.2. Discussion

The Influence of Self-Efficacy on Performance

Based on self-testing, efficiency has a positive and significant influence on performance. This means that the high self-efficacy of permanent nurses at RSI Muhammadiyah Tegal will greatly influence their performance. This shows that to improve nurses' performance, self-confidence must always be built so that they can carry out their work well and provide maximum service. The results of this research are by the self-determination theory that a person tends to be more confident if he or she has confidence in his/her competence. This research is in line with that conducted by Siregar, (2021), Julita et al., (2019), Mega Langi et al., (2022), Harianja et al.,

(2022), Bagis et al., (2023), Setyawan & Bagis, (2021), Findriyani & Parmin, (2021), Ananda et al., (2022), Khaerana, (2020), Herlambang & Suwandana, (2020) prove that self-efficiency has a positive and significant effect on employee performance. In contrast to previous research conducted by Gemely, (2020), Saputri & Lestariningsih, (2021), Noor Ritawaty & Ahmad Maulani, (2023), and Awba & Putri, (2021), self-efficacy does not affect performance.

The influence of Intrinsic Motivation on Performance

Based on testing, Intrinsic Motivation has a positive significant influence on performance. This means that the high level of intrinsic motivation possessed by permanent nurses at RSI Muhammadiyah Tegal will greatly influence their performance, and conversely, low motivation that arises from within themselves will influence performance. This shows that increasing nurse performance is not only external factors but internal motivation factors also play an important role. The results of this research are by self-determination theory which states that individuals tend to feel more satisfied and gain greater satisfaction when individuals can carry out the desired work autonomously, so they will experience intrinsic pleasure and can work to the best of their ability. This research is in line with that conducted by Festus Evly et al., (2022), Syafranuddin & Rahmanto, (2019), Mujahid & Nugraha, (2020), Derwana et al., (2021), Novita et al., (2020), and Sayudi, (2021) proves that intrinsic motivation has a positive and significant effect on performance. The results of this research are different from previous research conducted by Anwar, (2019), Muhamad et al., (2019), Cahya et al., (2021), Purnomo et al., (2021) that intrinsic motivation has no effect on performance, Meanwhile, research conducted by Emiyanti et al., (2020) shows that intrinsic motivation has a negative effect on performance.

The Influence of Islamic Work Ethics on Performance

Based on testing, Islamic Work Ethics does not have a significant influence on performance. This means that the Islamic work ethic behavior carried out by nurses at RSI Muhammadiyah Tegal does not affect nurse performance. The Islamic Work Ethic behavior carried out by nurses was unable to encourage nurses at RSI Muhammadiyah Tegal to improve their performance. Nurses have realized that kindness in work must be done because this attitude is a responsibility that everyone must have. This is the same as what was done by Faadhilah et al., (2022) which showed that the Islamic work ethic did not affect performance. However, research conducted by Asroti et al., (2022) found that the Islamic work ethic had a negative effect on performance, while research conducted by Kurniati et al., (2021), Syarif et al., (2019), Habibie & Firdaus, (2020), Candra et al., (2022) provide results that Islamic Work Ethic justice has a significant positive effect on performance.

The Influence of Psychological Well Being on Performance

Based on testing Psychological well-being has a positive and significant influence on performance. This means, in essence, the psychological well-being of permanent nurses at RSI Muhammadiyah Tegal will greatly influence their performance and conversely, low psychological well-being will affect performance. This is by self-determination theory, namely a positive relationship with the social environment. Nurses who have good psychological well-being will have warmth in their behavior and can be trusted in their interpersonal relationships, can develop individually, have clear life goals, and be able to do things based on their internal values without being influenced by the values of other people so that it can have a good impact on their performance. The research results are in line with research conducted by Sofyanty & Setiawan, (2020), Jalil et al., (2020), Dwinanda et al., (2021) proving that psychological well-

being has a positive and significant effect on performance. This result is inversely proportional to previous research conducted by Rijal, (2020), and Pratama & Endratno, (2022) which stated that psychological well-being did not affect performance.

5. Conclusion

In this research, it was concluded that :

- a) The self-efficacy variable shows that because it is directly related to nurses, nurses' self-confidence can influence nurses' work, thereby influencing the rise and fall in performance.
- b) The intrinsic motivation variable shows that internal motivation in nurses at RSI Muhammadiyah Tegal can influence the ups and downs of nurses' performance in carrying out their work.
- c) The Islamic work ethic variable in the research showed that there was no significant influence on the performance of nurses at RSI Muhammadiyah Tegal.
- d) The psychological well-being variable shows a significant positive impact on performance, so the higher the psychological well-being a nurse has, the more performance will improve, and vice versa.

Suggestion

Based on the results of the research that has been carried out, the suggestions that can be given in this research are:

- a. Suggestions regarding self-efficacy, RSI Muhammadiyah Tegal is advised to ongoing training and development that is relevant to the work of nurses. This may include training in clinical skills, stress management, and patient communication. This aims to increase the competency of nurses so that the more competent the nurse is, the more confident they will be at work.
- b. Suggestions regarding intrinsic motivation, RSI Muhammadiyah Tegal is advised providing more autonomy in making decisions related to patient care. They will feel more valuable and in control of their work.
- c. Suggestions regarding psychological well-being, RSI Muhammadiyah Tegal is advised to provide mental well-being support programs such as counseling, therapy and group counseling as well as giving nurses the opportunity to talk to professionals and complain. This aims to overcome stress, fatigue and other psychological problems.

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