

Enhancing Job Performance with Self Efficacy, Innovation, and Work Behaviour at PT. Aquafarm Nusantara Tobasa

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Abstract: Every organization must face several challenges when carrying out its activities. Problems that have been reported to PT. Aquafarm Nusantara Tobasa include issues with employee performance. This can happen because of the high levels of self-efficacy, innovation, and work behavior. The purpose of this research is to examine the role of self-efficacy, innovation, and performance in the workplace of PT Aquafarm Nusantara Tobasa employees. This study used a quantitative approach based on surveys and data collection through questionnaires administered to forty-five employees at PT Aquafarm Nusantara Tobasa using a sample technique known as simple random sampling. After data validity and reliability tests are run, data analysis using the augmented linear regression method with the SPSS package is initiated. This study's findings indicate that, both individually and collectively, employees' sense of self-efficacy, innovation, and work performance have a positive and statistically significant impact on their performance on the job. The coefficient of determination (R^2) is 48.6%, which indicates that employees' abilities to self-efficacy, innovate, and perform their job duties can explain their performance, whereas 51.4% of the total is influenced by factors that are not included in this study. This study's limitations can be seen from the most important perspective within the company's problems.

Keywords: Self-Efficacy, Innovation, Work Behavior, Job Performance

1. Introduction

Employee performance results from work in terms of quality and quantity achieved by a person in carrying out his duties according to his responsibilities. Many factors influence employee performance, including self-efficacy, innovation and work behavior. According to Bandura (2001), self-efficacy is an individual's belief in his ability to organize and complete a task to achieve specific results. According to Nasution (2000), innovation is introducing something new. Innovative people tend to introduce or apply new ideas, methods, equipment, procedures, products, and services that are better or more useful. Another factor that influences employee performance is work behavior. According to Robbins (2002), work behavior is about how people in the work environment can actualize themselves through their work attitudes, where the attitude taken by workers determines what they will do in their workplace environment.

Some previous research Mukrodi's (2018) research, entitled "The Influence of Self-Efficacy on Employee Performance at PT, Exspress Kencana Lestari. " showed that self-efficacy has a positive and significant effect on employee performance at PT. Exspress Kencana Lestari. Dama and Ogi's research (2018), in a study entitled "The Influence of Innovation and Self-Efficacy on Employee Performance at PT, Bank Mandiri TBK Manado. " showed that innovation and self-efficacy have a positive and significant effect on employee performance at PT. Bank Mandiri TBK Manado. The results of Yusuf & Agustian's research (2024) in a study entitled "The Influence of Work Behavior and Work Ability on Employee Performance at PT. Bintang Niaga Sinergi (ID Express) Palembang. " showed that work behavior and workability have a positive and significant effect on employee performance at PT. Bintang Niaga Sinergi (ID Express).

PT. Aquafarm Nusantara Tobasa is a foreign investment company engaged in freshwater fish cultivation, especially red tilapia (Red Tilapia) and black tilapia, where the company breeds tilapia. PT. Aquafarm Nusantara also consists of four processing processes starting from fish seeding, fish rearing, fish processing and fish feed factories. In addition, PT. Aquafarm Nusantara also produces a product in the form of organic fertilizer made from dead and rotting fish. More than 400 employees work at PT. Aquafarm Nusantara is divided into several work divisions, and they work together.

The description of employee performance at PT. Aquafarm Nusantara Tobasa can be seen in Table 1. below:

Table 1 Employee Performance Results Data at PT Aquafarm Nusantara Tobasa in 2020-2023

No.	Year	Target %		Real %		Percentage %
		FCR	Losses	FCR	Losses	
1	2020	1.90	27 %	1.95	32 %	5 %
2	2021	1.90	27 %	2.01	37 %	10 %
3	2022	1.90	27 %	1.97	34 %	7 %
4	2023	1.90	27 %	2.00	36 %	9 %

Source: PT. Aquafarm Nusantara

Based on Table 1. above, it can be explained that FCR (feed conversion ratio) is the ratio between the amount of feed given in a specific period and the weight of the fish produced. The smaller the FCR value, the more efficient the feed used. From the table above, there was a decrease in production results in tilapia fish at PT. Aquafarm Nusantara Tobasa, the decrease in production began in 2020 with a percentage of 5%. Likewise, in the following years, there was a 10%, 7%, and 9% decrease in 2021-2023. This shows a fluctuating FCR realization achievement in employee performance at PT. Aquafarm Nusantara. In this study, employee performance that does not always meet the target every year is suspected due to a lack of self-efficacy, innovation and work behavior. Therefore, this study discusses the importance of self-efficacy, innovation, and work behavior in encouraging employee performance.

2. Study Literature

A person's self-efficacy is a picture of their trust in their own abilities to do something necessary. A person's self-efficacy, according to Santrock (2012), is a measure of their ability to make the most of their current situation and the resources at their disposal in order to achieve something meaningful to them. An analysis of the effects of self-efficacy on the work performance of PT. Express kencana lestari employees was conducted by Mukrodi (2018). According to this study, self-efficacy has a highly positive and statistically significant effect on the performance of employees at PT. Exspress Kencana Lestari. As the self-efficacy of the student grows, their performance in school also improves.

New ideas are regarded as innovations. People who are innovative are defined by their willingness to give or describe something new, whether it be an idea, a system, a technique, or anything else. Innovation and business operations are interdependent. The work of employees can be affected by innovation. Work conduct, often known as work performance, has a significant impact on a person's career. A man's actions or behaviors stem from within himself, and those actions and behaviors will eventually impact their work performance. Work behavior is described by Robbins (2002) in terms of how people in the workplace can update themselves through their attitude while working. In which the employee's job description is used to determine what they will do within the confines of their work environment. This is also supported by research that Rinaldi and Yusra (2022) conducted on the effects of work performance and abilities on employee performance at PT. BTPN Purnama Bakti Cabang Padang.

Performance on the job, also known as actual performance, refers to an individual's actual work output. According to Moeheriono (2012), an organization's performance is a picture of its level of success in carrying out its plan of action, which is based on its stated purpose, goals, vision, and mission. According to Mondy (2008), job performance is the result of an employee's

work over a certain length of time compared to many possibilities, such as standard targets, standards, or criteria that have been previously identified and agreed upon. Work performance, according to Rivai (2009), is a measure of the impact of operational activities on the utilization of available resources within a certain time period. Based on the definition above, it can be concluded that employee performance is the quality and quantity of work that an employee must do at a certain period in order to achieve the organization's purpose or goal according to the tasks and responsibilities that have been assigned. It is known from this research that the work activities have a positive and significant impact on the employees' performance at PT. BTPN Purnama Bakti Cabang Padang. If employees perform their work well, their job performance will also be good. Hypotheses tested in this study are as follows:

H₁: Self-Efficacy effect positive and significant on job performance.

H₂: Innovation effect positive and significant on Job performance.

H₃: Work behaviour effect positive and significant on job performance.

H₄: Self-Efficacy, Innovation, and Work Behavior simultaneously effect positive and significant on job performance.

3. Research Methods

The population in this study was all PT employees. Aquafarm Nusantara Tobasa totaling 50 people. Sampling used a saturated sampling technique, namely the entire sample/respondent. Data was collected through questionnaire distribution, interviews and documentation studies (Tarigan, 2025). Our research comprehensively covers the operationalization of the Self-Efficacy Variable, which includes generality, magnitude, strength, completing specific tasks, self-motivation and being able to work hard. The Innovation variable, with discovery, development, duplication and synthesis indicators, is also thoroughly examined. The indicators of work behavior variables, such as social interaction ability, work quality, work habits and self-control, are included in our comprehensive analysis. Lastly, the indicators of employee performance variables, including quality, quantity, punctuality, independence and work commitment, are all part of our comprehensive study. The data analysis model used in this study is multiple regression analysis (Gozali, 2019) to analyze the influence of self-efficacy, innovation and work behavior on employee performance.

4. Result and Discussion

4.1 Respondent Characteristics

The respondent that participated in this study has the following characteristics: they work at PT. Aquafarm Nusantara Tobasa.

Table 2. Respondent Characteristics

No	Criteria	Percentage of Respondent (people)
1	Sex	Male 30
		Female 20
2	Employee Status	Permanent Employees 50
3	Age (Year)	< 20 8
		20 – 30 30
		31 – 40 8
		>40 4
4	Year of Service (Year)	< 1 19
		1 – 3 22
		4 – 5 9
5	Education	SMA/ SMK 14
		D3 8
		S1 28

Source: Data Processing Results (2024)

4.2 Validity and Reliability Test

Table 3 Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Source: Data Processing Results (2024)

Table 4 Reliability Statistical

Cronbach's Alpha	N of Items
.932	29

Source: Data Processing Results (2024)

Table 5 t-Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.676	5.206		.514	.802
	Self_Efficacy	.257	.075	.380	3.427	.001
	Innovation	.474	.111	.478	4.285	.000
	Work_Behavior	.326	.165	.212	1.978	.023

a. Dependent Variable: Employee_Performance

Source: Data Processing Results (2024)

Based on Table 3, the results of the t-test reveal promising insights: The t-value of Self-Efficacy is (3.427), significantly greater than the t-table (1.679), with a significance level of 0.001 less than 0.05, confirming our hypothesis. This suggests that the self-efficacy variable indeed has a positive and significant effect on employee performance at PT, offering a potential avenue for improvement. The t-value of the Innovation variable is (4.285), significantly greater than the t-table value (1.679), with a significance level of 0.000 less than 0.05. This unequivocally accepts our hypothesis, indicating that the innovation variable indeed has a positive and significant effect on employee performance at PT, providing a solid foundation for future strategies. The t-value of work behavior (1.978) is greater than the t-table value (1.679), with a significance level of 0.023 greater than 0.05. This leads to the rejection of our hypothesis, indicating that the influence of work behavior on employee performance is not significant. This understanding of the limitations of our study is crucial for making informed decisions.

Table 6 F-Test

ANOVA ^a						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	531.015	3	177.005	14.481	.000 ^b
	Residual	565.865	46	12.301		
	Total	1096.880	49			

a. Dependent Variable: Employee_Performance
 b. Predictors: (Constant), Self_Efficacy, Innovation, Work_Behavior

Source: Data Processing Results (2024)

Table 6 presents the F value of 14.481, which is greater than the F table value of 2.81, and the significance value of 0.000, smaller than the alpha value (0.5). These results unequivocally support the acceptance of our hypothesis. In other words, self-efficacy, innovation, and work behavior do indeed have a simultaneous influence on employee performance at PT.

Table 7 R-Square Value

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.697 ^a	.486	.450	3.50734

a. Predictors: (Constant), Self_Efficacy, Innovation, Work_Behavior

Source: Data Processing Results (2024)

Table 7 data reveals a determinant coefficient (R Square) value of 0.486, indicating that self-efficacy, innovation, and work behavior are significant factors in explaining 48.6% of employee performance. The remaining 51.4% is influenced by other factors such as work stress, motivation, and discipline, which were not the focus of this study.

The study found that the coefficient of regression with t_{count} for self-efficacy is (3,427), which is higher than the coefficient of t_{table} (1,679) with a significance level of $0.001 < 0.005$, indicating that H_0 is rejected and H_1 is accepted. According to Baron and Byrne (2004), self-efficacy is the assessment of a person's ability to complete a task and overcome obstacles. The study's findings confirm the theory, which was also supported by Zulkifli & Tahir's (2023) statement that on the effects of efficiency, innovation, and job satisfaction on the work of religious workers and provincial governments.

Based on the regression coefficient, it was discovered that the t_{count} value for innovation is (4,285), which is greater than the t_{table} value (1,679) with a significance level of $0.000 < 0.005$, resulting in the rejection of H_0 and the acceptance of H_1 . Partial innovation has a positive and significant impact on employee performance at PT. Aquafarm Nusantara Tobasa. This means that PT. Aquafarm Nusantara's innovation has a significant impact on improving worker productivity. According to Dama & Ogi (2018), innovation in a broad sense is not always product-driven. Dewi & Wibawa (2022) developed this concept after researching the effect of innovation on staff performance. According to this study, that's innovation increases staff performance among other things, innovation enhances people's working lives.

The study found that the coefficient of regression with t_{count} for work behavior was higher (1,978) than t_{table} (1,679), with a significance level of $0.023 < 0.005$, indicating that H_0 was rejected and H_1 was accepted. According to Robbins (2002), work performance is concerned with how individuals in the workplace may keep themselves up to date through the use of *sikap*. Where *sikaps* are hired to determine what they will do in their workplace environment. This theory was developed by Rinaldi and Yusra (2022) as a result of their research on the importance of work and work capabilities in relation to employee performance at PT. BTPN Purnama Bakti Cabang Padang. The findings of this study revealed that work has a positive and significant impact on the performance of employees at PT. BTPN Purnama Bakti Cabang Padang.

The results of the study show that the coefficient of regression with F_{count} is 14.481, which is greater than the coefficient of F_{table} , which is 2.81. In addition, a significant F value of 0.000 is found below α (0.5). As a result, H_0 was rejected and H_1 was accepted, indicating that there was a positive and significant effect on the performance of PT. Aquafarm Nusantara Tobasa employees in terms of efficiency, innovation, and work performance.

5. Conclusion

Efficient self-management, innovation, and work behaviour have a positive impact on employee performance at PT. Aquafarm Nusantara. Efficient self-management, innovation, and work behavior all have a positive and significant impact on employee performance at PT. Aquafarm Nusantara Tobasa. Personal efficiency, innovation, and work behavior have a positive and significant impact on employee performance at PT. Aquafarm Nusantara Tobasa. A high value of R of 69.7% indicates that self-efficacy, innovation, and work behavior have a strong relationship with one's job. Furthermore, a coefficient of determination (R Square) of 0.486 indicates that employee performance can be explained by self-efficacy, innovation, and work behavior at 48.6%, while 51.4% can be explained by other factors such as job stress, burnout, and discipline that were not investigated in this study.

Based on the findings, researchers want to make numerous recommendations to improve the efficiency of employees, particularly in the context of general business. The first step that may be taken is to develop programs that are specifically designed to meet the needs of individual employees. Aside from that, it is important to increase production capacity by improving job performance, improving collaboration with employees, and strengthening ties with suppliers and customers. Another option is to start a new business in the manufacturing industry to increase the supply of raw materials. Furthermore, considerations for job performance in terms of quality and quantity of work, teamwork, and personal character of the employee are quite important. This can be accomplished by delegating tasks to employees who are capable of exceeding established standards, producing results that meet expectations, and possess integrity and the ability to be evaluated. As a result, there will be a sense of community in the workplace, which will lead to better work and a more harmonious relationship between individuals.

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