

The Influence of Work Discipline and Self-Efficacy on Employee Performance at the Department of Agriculture and Food Security, Maros Regency

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Abstract

The Objectives – This study aims to determine the influence of work discipline and self-efficacy on the performance of employees in Maros Regency. The main objective of this study is to determine whether work discipline and self-efficacy have a significant influence on the dominant factors that influence the performance of employees in the Maros Regency service.

The Methods/approaches -This study uses quantitative methods and data collection using questionnaires. In this study, two independent variables are used, namely (X1) Work discipline and (X2) Self-efficacy and one dependent variable, namely (Y) Employee performance. The sample required in this study is 101 respondents, and the data analysis techniques used are descriptive statistical tests, validity tests, reliability tests, multiple linear regression, t-tests, f-tests, and coefficients of determination R². This test was carried out using SPSS software vol 25.

The Results – The results of the t-test study indicate that the work discipline variable has no positive and insignificant effect on employee performance, while the self-efficacy variable has a positive and significant effect on employee performance. Based on the results of the f-test, the work discipline and self-efficacy variables have a simultaneous effect on employee performance

The Research Implications – This research contributes to the understanding of employee behavior in the service so that discipline is maintained and the self-efficacy given to the service continues to run smoothly.

Keywords: Work discipline, self-efficacy, and employee performance

1. Introduction

The development of the work environment in the modern era has undergone significant changes due to technological advances, changing societal needs, and the current dynamics of the global economy and human resources. Human resources are a crucial element influencing the performance of a government agency. The performance of a company can experience significant improvements if supported by qualified human resources. In the era of globalization, one of the most essential resources is a competent workforce. Employees within an institution are its most valuable asset. All company activities, regardless of structure and function, are based



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on various visions to improve the welfare of society (Hidayati, 2022). Many problems that frequently arise within companies usually stem from the human resources aspect.

Government employees, who play a key role in ensuring the smooth operation of government agencies, are required to work harder to deliver more effective and efficient performance. Both central and regional governments are required to manage their employees optimally to achieve high performance. Performance is the result of an individual's or group's work functions within an organization, influenced by various factors, aimed at achieving organizational goals within a specific timeframe. Good employee performance can be measured by the results obtained from an employee's activities (Maytri, 2021).

In government agencies such as the Department of Agriculture and Food Security, employee performance is crucial to supporting strategic programs related to national food security and agricultural sector management. In this context, work discipline refers to employee compliance with applicable rules, procedures, and norms within the workplace. In the Department of Agriculture and Food Security, work discipline is crucial given that the duties directly relate to natural resource management, farmer outreach, and the implementation of food security programs that have a broad impact on the community. Lack of discipline in carrying out duties can hinder planned programs, which in turn can impact food security and community well-being.

The Department of Agriculture and Food Security plays a vital role in supporting national food security and maintaining the stability of the agricultural sector. Food security is a crucial strategic issue for a country, and effective human resource management within this agency significantly impacts the success of various programs and policies implemented. Employees in this department face significant responsibilities, ensuring the sustainability of food production, maintaining a balance between supply and demand, and addressing various challenges facing the agricultural sector, such as climate change, dependence on imports, and increasing food demand.

One factor that can influence work discipline is the amount of compensation given, as employees typically work in accordance with the rewards commensurate with the efforts they have made to contribute to the company. Improving the quality of human resources in self-discipline is expected to improve employee performance because it can shape a more focused personality, including being able to complete work on time, thus avoiding wasting time because it becomes more effective and efficient. (Saputri & Ayuningtias, 2022). Work discipline is a concept in the work environment that requires employees to act in an orderly manner. Discipline reflects conditions that encourage employees to carry out various activities in accordance with predetermined regulations (Singodimedjo, 2019).

Self-efficacy refers to a person's belief in their ability to achieve a specific goal. Employees with high levels of self-efficacy tend to be more confident in carrying out their duties, more proactive, and better able to face various challenges. In the context of the Department of Agriculture and Food Security, employees who are confident in their ability to make a positive contribution will be more motivated to work hard and

innovate in overcoming the problems they face. High levels of self-efficacy are also related to employees' ability to adapt to emerging changes and challenges, especially in dynamic situations such as climate change, food price fluctuations, and technological advances in agriculture.

Self-efficacy is a concept introduced by Albert Bandura (2021), who states that individuals with high levels of self-efficacy tend to be more confident in facing challenges, better able to manage stress, and have a strong motivation to achieve set goals. In a work context, employees with high self-efficacy will be more responsive to work discipline offered, taking advantage of these opportunities to improve their productivity and work quality

In this research phenomenon, the work discipline that occurs at the Office of Agriculture and Food Security of Maros Regency is that there are still many employees who do not arrive on time and go home also not on time such as arriving at 09.00 but the office enters at 07.00 and vice versa when leaving the office at 04.00 but there are still employees who go home early such as at 02.30. From this, it will cause the work not to be completed on time so that there are work arrears and the work produced will also be of low quality. Meanwhile, for the phenomenon of the level of self-efficacy of employees in this office varies which affects their performance in completing tasks so that high self-efficacy tends to be more proactive, while those with low self-efficacy tend to hesitate in making decisions and completing tasks.

This research was conducted to measure employee performance so that it can improve quality that will have a positive impact in the future for the agency, especially in terms of work discipline, self-efficacy. This research emphasizes more on these factors to improve employee performance so that with this, it will be a good reference for the Department of Agriculture and Food Security of Maros Regency to find out what performance factors make an employee experience an increase in their performance. These two variables are crucial for all parties involved in the Maros Regency Department of Agriculture and Food Security to address issues frequently encountered within the agency, such as employee time indiscipline and the work environment, which require greater attention. This is not solely the responsibility of the leadership, but also of all stakeholders involved, in order to create a more conducive work environment. All variables studied are expected to provide benefits in enhancing and improving aspects that require special attention from the agency..

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In many situations, work does not depend entirely on one person, but is the result of team collaboration, so that deficiencies on one side can be offset by the performance of other more responsible employees. Therefore, it can be concluded that work discipline does not have a positive effect on employee performance.

H1: Work discipline does not have a positive and insignificant effect on employee performance in the Maros Regency Agriculture Service

Employees with high self-efficacy demonstrate confidence in facing challenges, are able to make decisive decisions, and possess a strong sense of passion and motivation to achieve targets. In the Department of Agriculture, many tasks require perseverance, precision, and the ability to interact with the farming community. For example, in the extension process or the implementation of agricultural assistance programs, employees must be able to provide clear, convincing direction based on solid knowledge. This cannot be achieved without self-efficacy, as confidence in one's own abilities is a key requirement for the information and direction conveyed to be accepted and trusted by the community. Furthermore, changes in agricultural technology and policy require employees to continuously learn and adapt. Self-efficacy allows employees to be fearless in the face of change and even encourages them to continue developing. Employees who believe in their abilities will be more open to receiving new training, trying different work approaches, and providing innovation in work programs. Thus, self-efficacy is not only important for individuals but also a necessity for organizations. Especially in the Department of Agriculture, employee self-efficacy significantly influences the success of agricultural programs, farmer welfare, and the sustainability of agricultural sector development as a whole. Therefore, every agency, including the Department of Agriculture, needs to make self-efficacy part of its human resource development strategy to encourage optimal employee performance.

H2: Self-efficacy has a positive effect on employee performance in the Department of Agriculture of Maros Regency.

Based on the theoretical review presented, it can be understood that the variables of Work Discipline and Self-Efficacy are closely related to the formation of employee performance, as explained through relevant major theories. These relationships are then illustrated in a conceptual framework, which describes the direction of influence of each independent variable on the dependent variable, thus forming the basis for formulating research hypotheses.

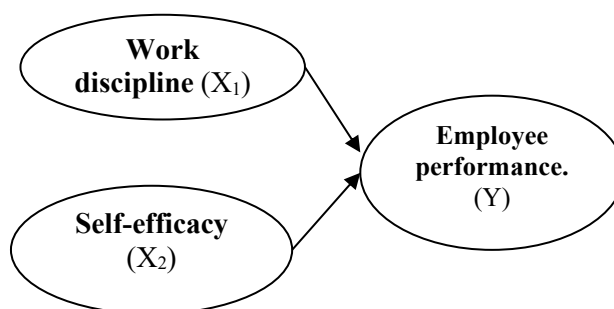


Figure 1. Conceptual Framework

2. Methodology

This study uses a quantitative approach that aims to test the effect of work discipline and self-efficacy on employee performance in the agricultural service. The study was conducted in South Sulawesi Province, Maros Regency from March to June 2025, with data collection carried out through online questionnaires distributed to agricultural service employees. The population in this study were all employees in the agricultural and food security service of Maros Regency. Determination of the number of samples refers to the formula (Nurpada et al., 2023)), namely the sampling technique used by this researcher is using the saturated sampling technique. Saturated sampling is a sampling technique when all members of the population are sampled.

The method for determining the number of samples in this study is to determine the suggestions from Sugiono (2022) which states that a suitable sample size in research is between 30 and 500, thus the number of samples in this study is all employees, amounting to 101 respondents.

Data collection techniques included distributing online questionnaires via Google Forms to relevant employees of the Maros Agriculture and Food Security Service. The questionnaire was structured based on theoretical indicators of each variable and used a 5-point Likert scale, ranging from 1 (Strongly Disagree) to 5 (Strongly Agree), to measure respondents' perceptions and attitudes toward the variables of work discipline, self-efficacy, and employee performance.

The validity of the questionnaire instrument was tested using Pearson Product Moment correlation. Meanwhile, to test the reliability of the questionnaire, the Cronbach's Alpha test was used; After the validation and reliability process was completed, the collected data were analyzed using multiple linear regression to see the effect of Work Discipline and Self-Efficacy on employee performance. The t-test was conducted to assess the effect of each independent variable partially on the dependent variable, while the F-test was used to assess the effect of both independent variables simultaneously. In addition, the coefficient of determination (R^2) was calculated to determine how much the work discipline, Self-Efficacy and variables contributed to explaining employee performance variables.

Classical assumption tests were also performed to ensure the validity of the regression model. Normality tests were used to check whether the residual data were normally distributed, using the Kolmogorov-Smirnov or Shapiro-Wilk methods. Multicollinearity tests were performed by examining the Variance Inflation Factor (VIF) and Tolerance values to ensure there were no strong relationships between the independent variables that could influence the regression results. Furthermore, heteroscedasticity tests were performed to ensure there was no inconsistent residual variability. Only if all classical assumptions are met can the results of multiple linear regression analysis be considered statistically valid and scientifically interpretable.

To obtain measurable research results that can be analyzed quantitatively, each variable in this study needs to be described operationally. Operational definitions aim to provide clear boundaries for abstract concepts so they can be measured using

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research instruments. In this study, there are four main variables: Price (X1), Work Discipline (X2), Self-Efficacy (X3), and Employee Performance (Y). Each variable is explained through a number of indicators compiled based on theory and previous research, and measured using a 5-point Likert scale. The operational definitions and indicators for each variable can be seen in the following table..

| Variables | Operational Definitions | Indicators |
|----------------------------------|--|--|
| Work discipline (X1) | Discipline is a feeling of obedience and compliance with values that are believed to be one's responsibility, such as tasks in the office and employee attendance at the hours that have been adjusted in the company. | 1. Low workload. 2. Compliance with work regulations 3. Compliance with work standards 4. High level of employee vigilance 5. Work ethic |
| Self-efficacy (X2) | Self-efficacy is an individual's belief regarding his or her ability to carry out tasks or actions required to achieve certain results. | 1. Confidence in ability 2. Optimism 3. Objectiveness 4. Responsibility 5. Rationality and Realism |
| Employee performance (X3) | The definition of performance is the quality and quantity of work results achieved by an employee in carrying out their main duties and functions in accordance with the responsibilities assigned to them. | 1. Quality of work 2. Quantity of work 3. Punctuality 4. Effectiveness 5. Independence |

3. Result and Discussion

This research was conducted at the Maros Regency Agriculture and Food Security Office. Data collection was conducted online through a questionnaire developed using Google Forms. The questionnaire was distributed online, primarily targeting employees of the Maros Regency Agriculture and Food Security Office.

Of the 101 respondents collected, the majority were men, comprising 42 (41.6%), while women comprised 59 (58.4%). This composition aligns with the research's focus on employees in the Department of Agriculture and Food Security. The dominance of female respondents reflects the predominance of women in the Department of Agriculture and Food Security. However, the participation of men remains relatively low, given their significant influence on employee performance

Based on age distribution, the majority of respondents were in the 30 to 40 years age range, with a total of 39 respondents (33.7%), followed by the 41–50 years age group with 38 respondents (37.6%), and those aged 51–58 years and above with 29 respondents (28.7%). These data indicate that employees of the agriculture and food security service are predominantly aged 41 to 50 who work in the agriculture and food security service.

In terms of education, respondents were dominated by S1 graduates (74 people) (73.2%), followed by S1 graduates (18 people) (17.8%), and S2 graduates (9%). This distribution reflects the background of the agricultural service, which has the largest employee capacity, namely S1.

Overall, the demographic characteristics of the respondents in this study indicate a predominance of young, female, and educationally active age groups within the agricultural service, mostly holding a bachelor's degree and appropriate. Thus, the distribution of these respondent characteristics serves as an important basis for testing the relationships between variables in the proposed research model.

Instrument Validity and Reliability Testing

Validity and reliability testing are used to ensure the quality of research instruments, particularly questionnaires, to ensure that the collected data is truly reliable and reflects the actual situation. The following presents the results of the validity and reliability testing of the research instruments.

Table 3.1 Question Item Validity Test Results

| Item Pertanyaan | Koefisien Korelasi (r) | r tabel | Keterangan |
|-----------------|------------------------|---------|------------|
| D.1 | 0,677 | 0,195 | Valid |
| D.2 | 0,675 | | Valid |
| D.3 | 0,523 | | Valid |
| D.4 | 0,661 | | Valid |
| D.5 | 0,487 | | Valid |
| D .6 | 0,524 | | Valid |
| D.7 | 0,638 | | Valid |
| D.8 | 0,582 | | Valid |
| D.9 | 0,591 | | Valid |
| D.10 | 0,431 | | Valid |
| E.1 | 0,630 | 0,195 | Valid |
| E.2 | 0,752 | | Valid |
| E.3 | 0,667 | | Valid |
| E.4 | 0,628 | | Valid |
| E.5 | 0,745 | | Valid |
| E.6 | 0,741 | | Valid |
| E.7 | 0,530 | | Valid |
| E.8 | 0,418 | | Valid |
| E.,9 | 0,668 | | Valid |
| E.10 | 0,668 | | VALID |

| | | |
|------|-------|-------|
| K.1 | 0,703 | VALID |
| K.2 | 0,558 | VALID |
| K.3 | 0,648 | VALID |
| K.4 | 0,582 | VALID |
| K.5 | 0,724 | VALID |
| K.6 | 0,712 | VALID |
| K.7 | 0,716 | VALID |
| K.8 | 0,776 | VALID |
| K.9 | 0,764 | VALID |
| K.10 | 0,662 | VALID |

Source: Processed Primary Data, 2025

Based on the table above, it can be seen that each question item of the variables Work discipline, Self-efficacy, on employee performance has a calculated $r >$ from the table r (0.195) and has a positive value. Thus, it is concluded that all the question items are declared valid.

The results of the reliability testing of the research variables can be seen in the table below:

Table 3.2 Results of Reliability Test of Research Variables

| Variabel | Alpha Cronbach | Kriteria | Keterangan |
|--------------------------|----------------|--|-----------------|
| Work discipline (X1) | 0,771 | Alpha Cronbach > 0.60 maka <i>reliable</i> | <i>Reliable</i> |
| Self-efficacy (X2) | 0,848 | | <i>Reliable</i> |
| Employee performance (Y) | 0,877 | | <i>Reliable</i> |

Source: Processed baseline data, 2025

Based on the table above, the results of the reliability test show that the calculated alpha coefficient (r) of all variables is greater than the required criteria of 0.60, namely 0.771; 0.848 0.877; > 0.60 respectively, so it can be said that the question items for all variables are reliable.

Uji Asumsi Klasik

a. Uji Normalitas

The normality test is used to test whether the residual variables in the regression analysis are normally distributed (Ghozali, 2018), and one way to find out whether the residual variables in this study are normally distributed or not is by using the Kolmogorov-Smirnov Test with the help of SPSS Software, with the basis for decision making being that if Asymp. Sig. (2-tailed) is greater than 0.05 then the data in the regression model is said to be normally distributed, and vice versa if Asymp. Sig. (2-tailed) is less than 0.05 then the data is said to be not normally distributed. Tabel 3.3.

Hasil Uji *One Sample Kolmogorov Smirnov*
One-Sample Kolmogorov-Smirnov Test

| | | Unstandarized Residual |
|----------------------------------|----------------|------------------------|
| N | | 101 |
| Normal Parameters ^{a,b} | Mean | ,0000000 |
| | Std. Deviation | 3,05990841 |
| | Absolute | ,080 |
| Most Extreme Differences | Positive | ,074 |
| | Negative | -,080 |
| Kolmogorov-Smirnov Z | | ,080 |
| Asymp. Sig. (2-tailed) | | ,110 |

Sumber: Data primer yang diolah, 2025

Based on table 3.3 above, after conducting a normality test with the help of IBM SPSS Ver. 22 Software, it can be seen that the Asymp. Sig. (2-tailed) value is 0.110, meaning the Asymp. Sig. (2-tailed) value is > 0.074 , so it can be said that the data in this study is normally distributed, so that the regression model meets the normality assumption.

b. Uji Multikolinieritas

The multicollinearity test is used to determine whether there is a correlation between the independent variables in the research regression model. If there is a correlation between the independent variables, it can cause problems that can disrupt the regression model. A good regression model is one in which there is no multicollinearity (Ghozali, 2018). And to test whether multicollinearity occurs by looking at the Tolerance (T) and Variance Inflation Factor (VIF) values. If the T value is > 0.10 and the VIF value is < 10 , it is said that there is no multicollinearity. And vice versa. After conducting a multicollinearity test using IBM SPSS Ver. 22 software, the following results were obtained: Tabel 3.4. Hasil Uji Multikolinieritas

Coefficients^a

| Model | | Collinearity Statistics | |
|-------|----------------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | (Constant) | | |
| | Disiplin kerja | ,737 | 1,357 |
| | Efikasi diri | ,737 | 1,357 |

Sumber: Data primer yang diolah, 2025

Based on table 3.4 above, it can be seen that the results of the multicollinearity test show that the VIF value for the variables Work discipline (X1), Self-efficacy (X2), , is smaller than 10, likewise the Tolerance value for the variables Work discipline (X1), Self-efficacy (X2), , is greater than 0.10, which means that there is no multicollinearity in this study

Analisis Regresi Linier Berganda

The multiple linear regression analysis in this study aims to see the accuracy of the prediction of the independent variables Work discipline (X1), Self-efficacy (X2) on the dependent variable Employee performance Y). The multiple linear regression equation model in this study is as follows:

Tabel 3.5. Hasil Regresi Linier Berganda

| Coefficients ^a | | | | | |
|---------------------------|-----------------------------|------------|---------------------------|-------|------|
| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | B | Std. Error | Beta | | |
| 1 (Constant) | 7,441 | 3,229 | | 2,304 | ,023 |
| Disiplin kerja | ,110 | ,082 | ,099 | 1,331 | ,186 |
| Efikasi diri | ,710 | ,074 | ,718 | 9,644 | ,000 |

Sumber: Data Primer yang Diolah, 2025

Based on the table above, the multiple linear regression equation used can be made as follows::

$$Y = 7,441 + 0,110X_1 + 0,710X_2$$

Interpretation of the results of the multiple linear regression equation:

a = Constant of 7.441 can be interpreted that if all independent variables, namely Work Discipline and Self-Efficacy, are considered constant or do not experience change, Therefore, the dependent variable, employee performance at the Department of Agriculture and Food Security, has a value of 7.441. This means that when all three independent variables are zero, consumer purchasing interest still has a positive value of 7.441.

b_1X_1 = The regression coefficient for the work discipline variable is 0.110, meaning that work discipline has a positive effect on employee performance. This indicates that if the price increases by 1 unit, employee performance will also increase by 0.110 units..

b_2X_2 = The regression coefficient of the Self-Efficacy variable is 0.710, meaning that Self-Efficacy has a positive effect on employee performance. This shows that if Self-Efficacy increases by 1 unit, employee performance will also increase by 0.168 units.

Uji Hipotesis Secara Parsial (Uji t)

The t-test in this study was used to determine the significant influence of the independent variables (X), namely work discipline and self-efficacy, on the dependent variable (Y), employee performance at the district agriculture and food security service. This can be seen in the following test results.

Table 3.6. t-Test Results

| Variables | t - hitung | t - tabel | Sig. |
|-----------|------------|-----------|------|
|-----------|------------|-----------|------|

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| | | | |
|----------------------|-------|-------|-------|
| Work discipline (X1) | 1,331 | | 0,186 |
| Self-efficacy (X2) | 9,664 | 1.984 | 0,000 |

Source: Processed Primary Data, 2025

Based on the results of the partial test calculations, the influence of the independent variables on the dependent variable can be explained as follows:

- The t-test for the Work Discipline variable (X1) yielded a calculated t of 1.331, greater than the t-table value of 1.984, or a significance level of 0.186, less than $\alpha = 0.05$. Therefore, the Work Discipline variable (X1) partially had no significant effect on the employee performance variable (Y).
- The t-test for the Self-Efficacy variable (X2) yielded a calculated t of 9.644, greater than the t-table value of 1.984, or a significance level of 0.000, less than $\alpha = 0.05$. Therefore, the Self-Efficacy variable (X2) partially had a significant effect on the variable (Y).

Simultaneous Hypothesis Test (F Test)

The F test is used to determine the simultaneous influence of independent variables (work discipline and self-efficacy) on the dependent variable (employee performance). The significance of the positive influence can be estimated by comparing the P-value $\alpha = 0.05$ or F count and F table. The following ANOVA statistical calculation for the F test can be seen in the following table:

Table 3.7. F-Test Results
ANOVA^a

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|--------------|----------------|-----|-------------|--------|-------------------|
| 1 Regression | 1399,142 | 2 | 699,571 | 73,222 | ,000 ^b |
| Residual | 936,304 | 98 | 9,554 | | |
| Total | 2335,446 | 100 | | | |

Sumber: Data Primer yang Diolah, 2025

Based on table 3.7 above, it shows that the independent variables, namely Work Discipline, Self-Efficacy, simultaneously influence the dependent variable of employee performance in the agriculture and food security service. This result can be seen from the calculated F value of $73.222 > F_{table} 3.09$ with a significance value of $0.000 < \alpha = 0.05$. This result shows that the variables, namely Work Discipline, and Self-Efficacy simultaneously influence employee performance in the agriculture and food security service, so that if the variables Work Discipline, and Self-Efficacy increase together, it will also increase and vice versa.

Coefficient of Determination Test (R²)

The coefficient of determination (R²) essentially measures the model's ability to explain the variation in the independent variables. The coefficient of determination value is between zero and one. A small R² value indicates that the independent variables' ability to explain the variation in the dependent variable is very limited. The results of the coefficient of determination test can be seen in the following table.:

Table 3.8. Results of the calculation of the coefficient of determination test

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,774 ^a | ,599 | ,591 | 3,09097 |

Source: Processed Primary Data, 2025

Based on table 3.8 above, it can be seen that the R Square value shows a value of 0.599 or 59.90%. This means that the employee performance variable (Y) is influenced by 59.90% of the work discipline (X1) and self-efficacy (X2) variables, while the remaining 40.1% is influenced by other variables not explained in this model.

Discussion

1. The influence of work discipline on employee performance

The results show that the work discipline variable does not have a positive and insignificant effect on employee performance. This is indicated by a significant value of 0.186 whose significant value is greater than 0.05. and the calculated t value of $1.331 < 1.984$. Then the coefficient value of the work discipline variable (X1) is obtained at 0.110, this means that every 1% increase in the value of work discipline will have an effect of 0.110 on employee performance

Based on the work discipline indicators, namely low work, compliance with work regulations, compliance with work standards, a high level of vigilance in employees and work ethics. Although the answer scores show that most employees consider work discipline to be quite good, the results of statistical tests show that work discipline has not had a significant impact on employee performance. The reasons underlying this can be seen in several factors.

First, there are many employees who are often late but the implementation of tasks and work can still run as it should, so even though their discipline is lacking, their performance is still considered good, because the work culture is not too strict about discipline, so it does not affect employee performance. Therefore, based on the data, discipline does not appear to have a significant effect on employee performance. Second, employees who are less disciplined in terms of time and arrive late, the organization can still run well thanks to a clear division of tasks and a sustainable work system. In many situations, work does not depend entirely on one person, but is the result of team collaboration, so that deficiencies on one side can be offset by the performance of other, more responsible employees. Third, employees who are accustomed to daily routines often carry out their duties automatically even in situations of less strict supervision.. This indicates that most employees understand what needs to be done and when, even without strict disciplinary measures. Work in government agencies generally focuses on routine and scheduled public services, such as administration, data collection, or reporting. Because these jobs tend to be stable over time, even if discipline issues arise, work can still be carried out effectively thanks to established patterns and internalized work experience within each employee. Fourth, with effective communication and coordination, leaders can ensure that targets and workloads are achieved, even if individual employees lack discipline. Therefore, government agencies play a role in streamlining work processes, even if employee discipline levels are not always optimal. Online reporting

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systems, electronic attendance, and digital archiving facilitate monitoring and task execution, ensuring work can still be completed efficiently.

This result is in line with the research conducted according to Ambo Ulen, Awaluddin, Anur Achsanuddin UA, Hasriwana (2023) The Influence of Work Discipline and Work Motivation on Employee Performance at the Technical Implementation Unit of the Goods Quality Testing and Certification Center (BPSMB) the results of the study show Based on the results of the T test that has been carried out, work discipline shows a calculated t value smaller than the t table, where the calculated t value is $1.360 < t_{table} 2.042$ and the significance value is $0.184 > 0.05$, thus the work discipline variable (X1) does not have a significant effect on employee performance (Y). Furthermore, research conducted by Rosnaini Daga 1, Moh. Hatta Alwi Hamu2, Nugrawan. (2021) This shows that the greatest discipline of the employees of the Sidenreng Rappang Regency Education Office lies in the standard discipline indicator (leaders who always provide good examples in working). However, the partial regression coefficient results show that work discipline does not have a significant effect on the performance of the employees of the Sidenreng Rappang Regency Education Office during the Covid-19 pandemic, which is indicated by a significance value of $0.499 > 0.05$ and has a t count of $0.682 < t_{table} 1.684$. This means that, if the work discipline of the employees of the Sidenreng Rappang Regency Education Office is improved or not improved, it will not affect the performance of its employees.

2. The influence of self-efficacy on employee performance

The results show that the Self-Efficacy variable has a positive and significant effect on employee performance. The relationship between self-efficacy and employee performance is that if self-efficacy is increased, employee performance will increase and be much better and vice versa if self-efficacy is less and low, the quality of employee performance will also decrease. This is indicated by a significance value of 0.000 which is less than 0.05 . And the calculated T value $> T_{Table}$ is $9.664 > 1.984$ So it can be concluded that H2 is accepted which means the self-efficacy variable has a significant effect on Employee Performance. The coefficient value of the self-efficacy variable (X2) is 0.710 . This means that every 1% increase in the value of the self-efficacy variable will have an effect on Employee performance of 0.710 .

Based on the self-efficacy indicator, namely belief in one's abilities, optimistic, objective and responsible. This is in line with the respondents' answers who stated that they strongly agree, seen from the average score of the answers stating that they strongly agree with a percentage of 55.40% of the 10 statements of the self-efficacy indicator questionnaire. This can also be seen based on the t-test table, it can be seen that self-efficacy is $0.000 < 0.05$, which means it has a positive and significant effect on employee performance., employees at the Department of Agriculture, because self-efficacy is the main basis in building superior quality human resources. Without self-efficacy, employees will experience difficulties in carrying out their duties optimally, especially in a dynamic work environment such as the sector. Employees who have high self-efficacy will show confidence in facing challenges, being able to make Make firm decisions, and possess a high level of

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enthusiasm and motivation to achieve targets. In the Department of Agriculture, many tasks require diligence, precision, and the ability to interact with the farming community. For example, in the extension process or the implementation of agricultural assistance programs, employees must be able to provide clear, convincing direction based on solid knowledge. This cannot be achieved without self-efficacy, as confidence in one's abilities is a key requirement for the information and direction conveyed to be accepted and trusted by the community.

Furthermore, changes in agricultural technology and policies require employees to continuously learn and adapt. Self-efficacy allows employees to be unafraid of change and even encourages them to continuously develop. Employees who believe in their abilities are more open to new training, trying different work approaches, and innovating work programs. Therefore, self-efficacy is not only important for individuals but also essential for organizations. Particularly at the Department of Agriculture, employee self-efficacy significantly impacts the success of agricultural programs, farmer welfare, and the sustainability of the agricultural sector as a whole. Therefore, every agency, including the Department of Agriculture, needs to incorporate self-efficacy into its human resource development strategy to encourage optimal employee performance.

These results align with those of (Meria & Tamzil, 2021), which show that self-efficacy positively impacts employee performance. This indicates that the higher the self-efficacy of a company's employees, the higher their performance will be. Furthermore, Molkovich and Boudreau, in their work by Donni (2017:87), also stated that employee performance is influenced by the interaction of three dimensions, one of which is ability. This finding aligns with research by Stevani Sebayang (2017), which revealed a significant relationship between self-efficacy and employee performance.

3. Conclusion

Based on the results of research conducted on 101 employee respondents at the Department of Agriculture and Food Security, it can be concluded that the two independent variables, namely Work Discipline and Self-Efficacy, partially have a positive and significant effect on employee performance. This is evidenced by the significance value of both variables which is <0.05 , as well as the calculated t-value which is each far above the critical limit. This means that the higher the employee performance carried out on these two factors, the greater their performance carried out at the Department of Agriculture and Food Security of Maros Regency.

Specifically, the self-efficacy variable has been shown to have a simultaneous or joint influence on employee performance, with the highest regression coefficient value ($B = 0.710$) compared to other variables. This indicates that self-efficacy and employee performance are related. If self-efficacy is increased, employee performance will improve and be much better. Conversely, if self-efficacy is low, the quality of employee performance will also decrease. Based on these findings, the Maros Department of Agriculture and Food Security's capabilities are enhanced, enabling them to work effectively and collaboratively with the team. Their work is

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completed on time and perfectly, and they are able to carry out assigned responsibilities effectively. Therefore, work discipline and self-efficacy must be properly developed, encompassing both quality and quantity in completing assigned tasks to ensure safer and better performance within the Department of Agriculture.

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