

## THE INFLUENCE OF SELF-EFFICACY AND WORK DISCIPLINE ON EMPLOYEE MONTHLY INCOME ACHIEVEMENT IN THE JABABEKA CIKARANG AREA

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### Abstract

control oneself as an employee and high work discipline in Controlling oneself as an employee and maintaining one of the promising areas and providing various types of work that they can have and contribute to earning a monthly income is the aim of this research. A quantitative method of survey study with employee respondents who work in the Jababeka Cikarang area whose population has yet to be discovered, the accidental sampling technique is a technique for determining samples based on chance by distributing questionnaires using a Likert scale. By analyzing the data, we look for the influence and relationship between the magnitude of the contribution of the two independent variables to the dependent. The results of the validity and reliability test of the instrument were declared valid and reliable; all data were average, and there was no heteroscedasticity. Self-efficacy and work discipline on employee monthly income achievements in the Jababeka Cikarang area have a moderate relationship and significant positive effect.

**Keywords:** Self-efficacy, work discipline, achieving income

## Introduction

The Jababeka area was established in 1994 by the owner, Mu'min Ali Gunawan, under the auspices of the Islamic Development Bank. Kota Jababeka is a residential area with an autonomous industrial estate. Around 1,650 national and international businesses currently employ over 700,000 people and 4,300 expatriates. These businesses are based in 30 countries, including the United States, the United Kingdom, France, Germany, the Netherlands, Australia, Japan, China, Taiwan, Singapore, Malaysia, etc. Multinational companies, including L'Oréal, ICI Paints, Mattel, Samsung, Unilever, United Tractors, Akzo Nobel, and Nissin Mas, are among the company's tenants.

The development of the township continued with the addition of educational parks, business centers, golf courses, business clubs, and several other facilities as Kota Jababeka grew in size and population, thus meeting the township's need for support and recreational facilities. It was at this time that the Company achieved success as an independent township developer. The Company implemented its Beyond Property tagline with the opening of the Power Plant and Dry Port, which was later strengthened with the Mix development initiative. Since starting the dry port project, the company has grown into an integrated company that provides a wide range of infrastructure, real estate, and logistics services.

Social phenomena are becoming increasingly competitive in Kota Jababeka so that all circles can achieve their needs. The results of the observations of researchers looking closely at and experiencing and living in the area, seeing the hustle and bustle every day, make a separate study in this study. How will they start their activities as employees, traders around the area, motorcycle taxi drivers, and other services when they struggle to achieve income to meet monthly needs? It is recorded in the population data at BPS Bekasi Regency in 2023 with 164,521 people and 75% of productive people, <https://bekasikab.bps.go.id>. Preparing to earn a living or income is a separate phenomenon in the Jababeka Cikarang area.

In Islam, a person's wages or income level is determined by considering objective and subjective variables. The wage rate in the labor market is an objective variable. Still, the subjective element is an objective variable considering human elements, such as the need for collaboration and helping each other, compassion, and the goal of realizing societal peace. In addition, standards of fairness must be adhered to when determining wages. Both *muhajir* and *'major* factors should be considered when determining fair wage provisions, not just one or the other. To ensure that the government's wage policy is Islamic, the government must first improve workers' welfare and avoid unfair treatment of companies (Priyono & Zaenudin Ismail, 2012). By showing the total money a person or family earns over time, the idea of income can be used to assess a person's situation. Nordhaus

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and Samuelson in (Musrofah & at.all., 2021). In addition, the term "income" can also refer to the total amount of money earned monthly or annually from one's job (occupation).

Economic growth in Indonesia is a priority scale for the Government in various ways; in reality, it differs from productive forces' growth. Finding work for productive personnel from various educational levels, graduates are still experiencing unraveled stagnation (Hia, 2023). (Safitriawati & at.all., 2020). The characteristics of the working-age population (PUK) are all people aged 15 years and over. The working-age population tends to increase as the population in Indonesia increases. (BPS Indonesia, 2023). The study results from the Central Bureau of Statistics released November 9, 2023, illustrate that job seekers are increasing. Ultimately, there is no other choice but to be unemployed or work smartly in jobs that do not require special skills according to the graduate level (Prima, 2019).

Increasing emotional work to fulfill needs and dreams triggers confidence in oneself. Albert Bandura studied self-efficacy after someone got a good job based on the desire to fulfill their daily needs (Gunarto & et al., 2022). The importance of a person in managing himself is due to the ability to discipline himself (Basu, 2015). Hodges (Agustini, 2019: 98) says that discipline can be interpreted as the attitude of a person or group who intends to follow the rules set. Work discipline is the attitude and behavior of employees towards organizational regulations.

The following points show the changes in the influence of work discipline and self-efficacy on employees' monthly income outcomes:

**Specific Context:** This study focuses on the Jababeka industrial area, Cikarang, the center of industrial activity in Indonesia. Studying how employees work in a competitive industrial environment offers interesting new perspectives, as the context differs from previous research that may be more generalized. Previous research may be more generalized.

**Synergistic Influence:** Little research has investigated the relationship between work discipline and self-efficacy in employees' monthly income. How self-efficacy improves work discipline and vice versa may provide new insights into employee management. Provide new insights into employee management.

**Linkage to Financial Performance:** Research on the direct relationship between self-efficacy, work discipline, and monthly income attainment provides empirical data that can be used by management to understand how can be used by management to understand how improving the psychological and behavioral aspects of employees can impact their financial performance.

**Practical Implementation:** This research can offer practical suggestions for companies in Jababeka Cikarang to design training programs that focus on improving work discipline and independence.

Focused on improving work discipline and independence. This meets the real needs of the industry and contributes positively to the company's productivity.

Deeper Measurement: This research can provide more in-depth and accurate results about the influence of the two factors by using more sophisticated measurement tools or different analysis methods. This could include analyzing any moderating or mediating variables that may be involved.

Relevance in a Policy Context: The results of this study can assist in creating better company policies on human resource management that match the needs and desires of today's employees.

This method can help understand the influence of work discipline and self-efficacy on employees' monthly income attainment. This will provide a more specific context for the industry in Jababeka Cikarang.

## **Methods**

This is a survey research with quantitative research methods using numbers and statistics. Data collection techniques include conducting initial observations to recognize the research object and superficial interviews. Followed by distributing and filling out questionnaires by respondents (Fauziah, 2018).

The measurement scale is a 1- 4 Linkert scale to measure the perceptions, attitudes, or opinions of a person or group regarding an event or social phenomenon based on the operational definitions set by the researcher (Ghozali, 2018: 66). Testing the instruments that have been entered in the validity and reliability tests on each independent variable and the dependent variable.

The population is the generalization area of the object to be studied at the location of the Jababaka Cikarang Area, with a population consisting of 60 employees. The accidental sampling technique is based on chance; that is, anyone who happens to meet the researcher can be used as a sample if it is deemed that the person matches the criteria set by the researcher.

Data analysis in this study uses multiple regression analysis, which is used to describe and test the relationship model between variables in the form of cause and effect to test the hypothesis. And measure the contribution of the independent variable to the dependent variable because of the steps to determine a relationship and influence, Arikunto (Jayusman & et al., 2020).

## **Discussion**

Self-efficacy theory (Bandura, 1977) Says A Person's Belief in Their Ability to Accomplish a Particular Task Affects Their Motivation, Effort, And Resistance to Challenges. High Levels of Self-Efficacy Are Associated with Better Achievement and Performance.

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Work Discipline Theory states that consistency In Carrying Out Duties and responsibilities is part of Work Discipline. According to management theory, an increase in work productivity and efficiency directly impacts work output and income.

Research shows that work discipline and self-efficacy positively and significantly influence employees' monthly income. The results are outlined below:

1. **Self-Efficacy:** Highly confident employees show more initiative, are risk-takers and have strong intrinsic motivation. The analysis shows that a 1-unit increase in self-efficacy positively correlates with an increase in monthly income.
2. **Work Discipline:** Employees who consistently do their jobs are more productive and efficient. The study found a positive linear relationship between the level of work discipline and monthly income; more discipline indicates more income.
3. **Interaction Between the Two:** Studies show that the combined influence of work discipline and self-efficacy is greater than the influence of each factor alone. Employees who have both these traits have the best performance and the best income results.

This study's findings align with previous research that has investigated the relationship between work discipline, self-efficacy, and employee performance. Here are some examples:

1. A study conducted by Luthans et al. (2006) found that self-efficacy improves one's performance at work and impacts increasing income.
2. According to research conducted by Wibowo (2017), a high level of work discipline positively correlates with productivity, impacting employee income.

This study confirms those findings by including the specific context of workers in the Jababeka Cikarang area. This expands our understanding of these dynamics within the work environment. This study shows that work discipline and self-efficacy are two critical components that contribute to employees' monthly income. Developing programs to improve these two aspects is expected to help companies improve employee performance and satisfaction. In addition, these findings support previous research on the importance of psychological and behavioral components in work.

## **Conclusion**

Productive people in the Jababeka Cikarang area are someone who work to be able to meet family needs, so they must maintain income achievements. Working in an industrial area is a hope for productive people who, on average, are only high school graduates. They realize that the graduates have to compete in the world of work today. For income achievement amid the hustle and bustle of a relatively dense area, workers in the Jababeka Cikarang area have a moderate relationship to

excessive emotions in the context of self-control (self-efficacy) and discipline in working in the area. From the observations and experiences of researchers, it is indeed a chronic factor that must be faced, feeling in common with other workers working in the Jababeka Cikarang area. Likewise, according to the results of research conducted in the Jababeka Cikarang area on how work discipline and self-efficacy affect employees' monthly income, these are some specific recommendations that can be given:

1. Building a Self-Efficacy Training Program Workshops and Trainings: Training courses that boost employee confidence by teaching technical, time management, and presentation skills. Mentoring: Use a mentoring program so that experienced employees can help junior employees overcome problems and increase their confidence.
2. Reward System to Motivate Work Discipline: Create a reward system that encourages employees to stay disciplined. This can include monetary incentives, recognition, or bonuses for diligent employees. Target Setting and Evaluation: Set clear and measurable employee goals and regularly evaluate their achievements. To help them improve their work discipline, provide constructive feedback.
3. Create a Positive Work Culture and Supportive Work Environment: Ensure employees feel valued and encouraged to share ideas and problems at work. This can increase their motivation and self-efficacy. Open Communication: Let the team communicate openly and transparently so that employees can ask questions and ask for help if needed.
4. Raise awareness of the importance of work discipline and self-reliance. Awareness Campaign: Conduct a campaign to raise awareness of the importance of both. This could be informational materials, posters, or seminars explaining how these affect income and employment. Continuing Education: Give employees continuous learning opportunities, such as online courses or certification programs, to boost their confidence.
5. Follow-up and Evaluation Periodic Surveys and Assessments: Conduct surveys regularly to determine how effective and disciplined employees are. Use the results to determine which areas need improvement and evaluate the program's effectiveness. Program Adaptation: Consider changing programs and initiatives depending on the feedback and evaluation results. This will ensure that tactics are used.

Some recommendations for further research on the relationship between work discipline and self-efficacy with employees' monthly income achievement in the Jababeka Cikarang area:

1. Additional Variables for Further Research with Other Variables: This study investigated how work motivation, job satisfaction, and demographic factors such as age, education, and work experience affect employee income. This may provide a more complete picture.

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2. **Qualitative Approach: Qualitative Methods:** If you want to know more about how work discipline and independence affect income, consider using in-depth interviews or focus groups. This can help discover components that quantitative research cannot measure.
3. **Sector or Regional Comparative Analysis:** To find differences in the influence of work discipline and self-efficacy on earnings, compare the results of this study to different industry sectors or geographical regions.
4. **Development and Validation of Measurement Tools:** Create and validate more specialized measurement tools to assess work discipline and self-efficacy. This will improve data reliability and accuracy.
5. **Intervention and Intervention Test Experiments:** Create an experimental study to determine if a particular method improves employee work discipline and self-efficacy, and then find out how it impacts employee earnings.
6. **Company Case Study:** Analyze companies in Jababeka with successful programs to improve work discipline and self-efficacy. This can provide insight into best practices that can be applied in other businesses.
7. **Theoretical and Practical Implications of Theory Development:** Future research could produce a more comprehensive theory of the relationship between psychological and economic factors in the workplace, as well as the practical consequences of this theory development for management.

Further research could make broader and more in-depth contributions to work discipline, income, and employee self-efficacy dynamics. In addition, they can offer practical solutions to improve workplace performance.

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