

The Effect Of Personality And Self-Efficacy Toward Capabilities And Performance Of Member Parliament

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Abstract: *The study of the Parliament performance very attractive because of the people's representatives in Jakarta is always expected by society to perform better performance in building the Jakarta city. The purpose of this study was to measure and describe the parliamentary performance of Jakarta is associated with personality, self-efficacy and capability. The method used a quantitative method . Analysis using path analysis. The data was collected using a research instrument which was distributed to the respondents with a sample of 94 members. The results showed that the High and low capability of Parliament members have been linked with a personality and self-efficacy, but Parliament Performance not linked with personality and self efficacy. Then capability there is correlation toward parliament performance. However capabilities in this regard becomes important for personality and self efficacy in improving the performance of parliament members in Jakarta.*

Keywords: *Personality, self- efficacy, capability, performance*

I. Introduction

Individual performance illustrates the extent to which a person has been carrying out a duty that can provide results which are set by the organization [1]. Dale Timpe [2] describe the things that affect the performance of individuals, among others, the personality factor of up to specific factors such as capability and self efficacy. Baron [3] mentions five-factor theory of personality, as one of the important factors related to individual performance. Dunn et al. [4] argued that the big five personality models useful for the progress of the work. Hogan and Holland [5] connects between the personality of the individual's performance, an outline of personality is very meaningful for individual performance.

Research results [6] showed that the accuracy and stability of the emotional factor occupies the highest scores in influencing the individual performance. While Walt et al. [7] found that of the five personality factors, the highest score in influencing the individual performance is the thoroughness and emotional stability. Stanton and Matthews [8] states that personality concept can be used for multiple purposes such as: selection of employees or students, personality development, research on personality, career guidance and learning process.

Personality is closely related to self-efficacy and capability that can play an important role in improving the individuals performance (Pillai and Williams [9]; Cockerill et al. [10]; Luthans and Peterson [11]. Dessler [12], while Gibson, Ivancevich, and Donnelly [13] stated that the capability is the ability to implement its tasks properly. Nancy [14] revealed that the efficacy of self-reflect exemplary work environment that affect the capability.

The study of the influence of personality on employee performance has been done include: Dunn, Mount, Barrick and Ones) [15]; Hogan and Holland [16] Barrick and Mount [17]; Harith [18] stated that the capability is a reflection of the expertise and skills, a sense of responsibility in executing performance. Robbins [19] said that capability is the ability of an individual to perform a variety of jobs in a given task. While Bandura [20] says self-efficacy can affect the capability that ultimately affect the performance of the individual.

Tay and Ang [21] said that the personality and self-efficacy can enhance the capabilities, which in turn can improve the individual performance. There have been many, the researchers stated earlier that affect the capabilities on individuals performance that Shang KC, [22] Mithas. S [23] Ravichandran and Lertwongsatien [24]. While Heimeriks and Duysters[25] stated that the capability is an important variable as a mediator between the relationship of personality to the individual performance. The studies previous results that have suggested there are some differences in the research results, especially the influence personality variables on the individual performance so there is an opportunity for researchers to re-examine related to personality, self-efficacy and capability in improving the individual performance of Jakarta Parliament regional. The purpose of this study is to examine and explain the performance problems of Jakarta Parliament regional who, according to a growing issue in the community, said was not good.

II. Literature

2.1. Personality Concept.

Personality is the set of characteristics of a person who tends to a stable attached to him, and can be seen from the properties when performing interactions in life everyday [26] Someone will be followed influence when personality is in itself capable of interacting with the good in any situation [27]. There may be times when the character is the same in general, but the pattern is always different. Therefore each person, although similar to the other in one of two ways, still has a unique and distinct personality [28]. The Big Five provides the ideal personality capability profile, because of the different individual characteristics in the jobs. Different demands of situations will bring change to personality aspects [29].

2.2. Self Efficacy Concept.

Self-efficacy is a business of a person who has high aspirations for success in work, preparing ability by measuring, assessing themselves will weaknesses and strengths that exist in each individual. The ability of self-prepared to face the situation and condition of the organization runs as expected by increasing the capability (Colquitt et al. [30]; George and Jones, [31]; Miner[32]; and Robbins and Coulter, [33]). There are two important aspects of self-efficacy, the belief that one and the capacity to carry out a particular task [34]. The capacity to carry out a good job of course related to the level of skills, abilities, knowledge and experience of someone [35]. Self efficacy plays an important role in the development of one's intentions for self-efficacy beliefs are charged is always carried out in a timely manner in accordance with the intended purpose [36].

2.3. Capability Concept.

Gibson [37] stated that the capability is the nature of innate or learned and allows one to complete the work assigned to him. Meanwhile, according to Chaplin [38] capability is something that concerns the skills, abilities are fully developed in the future so long as accompanied by an optimal conditioning exercises. According Kreitner and Kinici [39] shows the characteristic broad capabilities and responsibilities stable characteristics at a maximum level of achievement as opposed to mental and physical work ability. Mc Shane & Von Glinow [40] revealed that the capability covers both the natural talent and capabilities needed to complete a task success. According Ivancevich, Konopaskae and Matteson [41] capability is one's talents to perform physical or mental tasks. Robbins [42] said that capability is the capacity of an individual to perform a variety of jobs within a task. Mulyasa [43] which states that the capability is a set of skills that must be mastered by someone in performing functional tasks that describe the qualitative nature and behavior seemed very meaningful.

Capability is a situation that is in itself workers energetically efficient and effective in working as field work [44]. Robins [45] capability is the capacity of an individual to perform a variety of tasks in a particular job and the mentions the overall capability of an individual basically consists of two groups of factors: (1) intellectual ability is the ability required to perform various mental activities: thinking, reasoning, and problem solving. Individuals in most people put intelligence, and for good reason, the high scores. Intelligent individuals usually earn more money and higher education levels.

2.4. Individual Performance Concept

Viswesvaran and Ones [46] indicated that job performance refers to how resourcefully individuals take actions and contribute with behaviors that are in line with an organization's objectives. Performance is provides information that allow s the organization to identify the strategies offering the highest potential for achieving the organization and aligns management processes, such as target setting, decision making, and performance evaluation, with the achievement of the chosen strategic objectives [47]. Performance refers to the use of a multi-dimensional set of performance measures for the planning and management [48]. Forza & Salvador [49] said that performance is an information system that supports managers in the performance management process mainly fulfilling two primary functions: the first one consists in enabling and structuring communication between all the organisational units (individuals, teams, processes, functions) involved in the process of target setting. The second one is that of collecting, processing and delivering information on the performance of people, activities, processes.

III. Research Method

3.1 Type and Design Research

This research was conducted using a quantitative approach which refers to the study of the principles of empirical accuracy. This type of research in this study is to describe. Where quantitative research is not able to provide answers and explanations are good, then the excavation qualitative information. The information extracted by conducting in-depth interviews of key informants. Key informants were selected from respondents who have the ability to give a good explanation.

3.2 Population and Sample.

Subjects examined in this study were all Jakarta Parliament members currently numbering 94 people. Consists of: Demokrat Party 32 people; Keadilan Sejahtera Party 18 People; Demokrasi Perjuangan Party 11 People; Golongan Karya Party 7 People; Persatuan Pembangunan Party 7 People; Gerakan Indonesia Raya party 6 people. Combined fractions Hati Nurani Rakyat party: 8 people Amanat Nasional Party and Kebangkitan Bangsa Party faction 5 people.

The sample is part of the population that is representative of the population to be taken [50] The sample in this study were all Jakarta Parliament members, amounting to 94 people with a total sampling reason for taking the total sampling because according Sugiyono [51] total population of less than 100 then the entire population of the research sample.

3.3. Variable Measurement Techniques

A simple measurement process variables consists of three major stages namely making operational definitions variables, the second is to choose the scale used and tested [52]. In this study, variable measurement technique is done with three stages. The first stage: create an definition operational variables to identify the dimensions, indicators, and items in the formulation of the definition operational variables The second stage: the response system to be measured is the feeling / attitude towards something, a scale of measurement that will be used is a Likert scale, and set the number of responses to each item is 5 scores: 1 = strongly disagree, 2 = Disagree, 3 = neutral, 4 = agree, and 5 = Strongly agree. The third stage: is testing instruments and testing instruments to test the validity and reliability testing.

3.4. Data Analysis Techniques

3.4.1. Descriptive statistical methods.

Descriptive analysis is used to determine the characteristics of the respondents and respondent description of the indicators of each variable research. Overview of each indicator is expressed in the value of the frequency and average value. Furthermore, the perception of the respondents obtained an overview of indicators in forming or reflect a variable. picture analysis also aimed to describe the tendency of respondents to the statement items related to the study variables.

3.4.2 Inferential Statistical Methods.

Inferential statistical method aims to examine the influence of personality variables, self-confidence, ability of the performance of members of the board, as well as to test the hypotheses that have been formulated in this study. The analysis model used is the path with the help of a set of SPSS (Statistical Product and Service Solutions) version 12 for windows.

3.4.3. Confirmatory Factor Analysis (CFA)

Confirmatory Factor Analysis (CFA) used to perform testing of the construct validity of the proposed measurement theory. The construct validity measure the extent to which the size of the indicator is able to reflect the theoretical latent constructs. The construct validity gives confidence that the size indicators taken from the sample illustrates the real score of the population. In order to measure the construct validity can be seen from the value of the weight factor generated. The prerequisite is a weighting factor to be significant, The value of the weight factor on the results of the standardized loading estimate output must be equal to 0.50 or more, and ideally is 0.70. If the value of the weight factor is in compliance with such provision, the indicator can be said to be valid and can be used to measure the variables. Reliability is also one of the indicators of convergent validity. Size reliability can use the construct reliability. If the value of the construct reliability 0.70 or more showed good reliability, while the value of reliability between 0.60 - 0.70 is acceptable on condition that the validity of the model is a good indicator [53].

3.4.4. Path Analysis

Path analysis is a statistical analysis technique developed from the multiple regression analysis. In the Indonesian language literature, this technique is also known as traffic analysis or trajectory analysis. Path analysis used in this study to determine a variable or set of variables to a variable, whether the effect is directly or indirectly [54]. Systematically, this analysis is nothing but a multiple regression analysis of the data are standardized. Thus, statistical software capable of performing multiple regression analysis can also be used for pathway analysis. The main subject of this analysis is variables that are correlated. This analysis is based on the model of the relationship between variables predetermined by the researcher.

3.4.5 Test Mediation

Analysis of mediating variables can be done through two approaches, namely the difference coefficient and the coefficient multiplication. Coefficient difference approach using inspection methods to perform analysis with and without involving the mediating variables. While the method of multiplication is done by Sobel method.

IV. Result

4.1. Hypothesis Test

The results of the model evaluation, impact analysis can be done directly and indirectly influence with the aim of comparing the effect of each construct. Furthermore tested by t test, the hypothesis will be accepted if the value of the critical ratio (t) is greater than the value of the t table or p value <0.05. The results of hypothesis testing direct influence of independent variables on the dependent variable as follows (Table 4.1)

Table 4.1
Direct Impact Research Variables

Independent Variables	Dependent Variable	Coefficient beta	Sig	Description
X1 Personality	Y1 Capabilities	0,753	,000	Significant
X2 Self Efficacy	Y1 Capabilities	0,231	,003	Significant
X1 Personality	Y2 (Parliament Performance)	0,000	,999	Non Significant
X2 Self Efficacy	Y2(Parliament Performance)	0,002	,990	Non Significant
Y1 Capabilities	Y2(Parliament Performance)	0,890	,000	Significant

Source: Data processed, 2014

Based on Table 4.1, hypothesis testing indirect effect through the product of the influence of each variable with regard p value. The results of testing the indirect effect is as follows (Table 4.2).

Table 4.2
Direct and Indirect Effect of variable

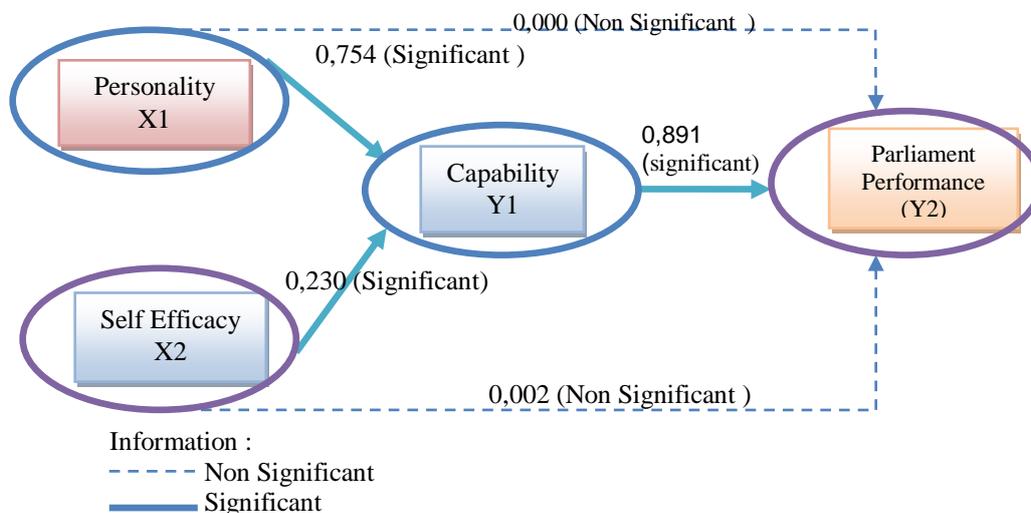
Direct effect	Indirect effect	Information
Personality -> Capability = 0,753	0.753x 0.890= 0.670	Capability to mediate the effects of personality on the performance parliament
Self Efficacy -> Capability = 0.231	0.231x 0.890=0.204	Capability to mediate effect self efficacy on the performance parliament
Capability -> Performance = 0.890		

Source: Data processed, 2014

4.2. Path Analysis Model

Based on the hypothesis test that has been in effect trajectory models can be composed as follows (see Figure 4.2).

Figure 4.2 Results of Path Analysis



4.3. Discussion of Results

4.3.1. The effect of Personality on the Capability (Significant)

The results showed that a significant effect personality on capability. This study supports the idea [55], which states that personality implies a willingness to get involved and take the initiative to identify and contribute to the various activities and situations. In addition, in accordance with the opinion Chatterjee, [56] who called personality as people who usually engage in actions that have an impact on themselves and their environment. This suggests that personality is an important variable and a concern for Government and Parliament members. Personality as part of a broader criteria to increase the capabilities of the board members. It is important to note that the members of the board implies a willingness to identify and contribute to the various events and circumstances in order to serve the community. Thus ample opportunity for parliament to get involved and take the initiative and contribute to the various activities of the organization in order to improve its performance.

4.3.2. The Effect of Self Efficacy on capability (significant)

The results showed that Self Efficacy a significant effect on capability. This support research conducted Kreitner and Kinicki [57] that self-efficacy is everything that comes from the hearts of the workers that the worker is able to good performance. Self Efficacy is not easy to be uttered from the mouth alone, but confidence comes from one of the reason that accurate calculations with regard to the extent of the potential strengths inherent in the individual, look at the power of the working environment that contains the challenges of work, compiled in accordance with the ability to target and anticipate the achievement of targets that have been developed previously. Therefore, confidence is done with the full calculation which is essentially how to achieve the goal. Thus, self-efficacy is an important thing to be owned by parliament members because must be confident in the ability of that community feel proud of their representatives in parliament.

4.3.3. The effect of Personality on the Jakarta parliament performance (non significant)

The results showed that personality not significant effect on the Jakarta Parliament performance. The results of this study are not the same as research Dunn et al. [58] which states that the five personality factors closely related to individual performance. Personality represents the characteristics of a person who is recorded for a fixed arrangement of feelings, thoughts and behavior. Very broad personality that will concentrate into many aspects of a person's differences. At the same time personality advised to follow the behavior and hidden on a person's quality [59].

Individuals using the concept of personality is based on three reasons, namely to convey a sense of stability and continuity between people, to convey a sense that what is done by an individual is the authenticity of their behavior, and to convey a sense that the core of an individual can be seen in the quality of a slightly stand out. Someone who has the personality self-awareness and accept their strengths and weaknesses and realize their potential as human beings who have the ability. Personality includes a concept based on the circumstances, processes and psychological structure that causes a behavior to be meaningful. Human behavior, either consciously or unconsciously based on a specific motivation which is the dynamic force and director of human behavior. People who are good personality satisfy psychological needs creatively and productively, while people who are less good personality satisfy needs in a way inappropriate.

Trait is part of what makes the personality and is a source of guidance and individual uniqueness. Properties or characteristics can be presumed as a steering behavior consistent and distinctive individual [60]. Characteristics and properties of a mental structure that clearly owned by everyone and not just a description of which can be observed from the outside. A characteristic and irreversible nature and is a behavioral tendency that looked out [61]. Desire and a strong interest to learn everything outside knowledge is knowledge of religion, tradition, politics, art, science and technology developments affect the performance shown in the workplace. The high level of interest and the interest to learn new knowledge and improve the performance of others who bring creativity towards the advancement of the organization of work, confidence, responsibility, courage and ability to organize themselves in doing the work of an effect on performance. An employee's personality leads to behavior, thoughts, actions, and feelings are relatively sedentary and to characterize the way and raised in the workplace. Great desire to work and backed with an engaging personality will affect the work [62]. because it is a measure of the personality characteristics of behavior. A person who has the intelligence to understand something beyond knowledge, willing and interested in studying a wide range of science beyond science will further develop, contribute to energy and mind and bring to a better direction, organized, and profitable [63].

4.3.4. The effect Self Efficacy on the Jakarta Parliament Performance (non significant)

The results showed that self efficacy does not significantly influence the Jakarta Parliament performance. The results of this study are also not same as research Singh [64] which states that the self efficacy is closely related to individual performance. Jacob Cherian [65] also say that self efficacy is attached to an individual's belief in his own ability to perform all the duties.

4.3.5. The Effect Capability on the Jakarta Parliament Performance (significant)

Studi results indicate that the capability to significantly influence the Jakarta Parliament members performance. These results support what is stated by Wang and Hsu [66] that Capability is a decisive factor in improving the performance of individuals. Research results Yu [67] and Lumpkin and Dess [68] showed that the capability will drive strong performance. Performance is the mobility of individual growth, which means creating products that are useful for many people. Thus for Parliament members who has a high ability to encourage to do a good performance and it has been proven that the ability of a significant effect on the Jakarta Parliament performance.

4.3.6. Indirect effect of personality on performance through the capability.

The results showed that there was no direct influence between personality and performance must go through capability. These results support of research conducted by Hogan and Holland [69] which states that personality does not affect the performance of the individual and is mediated by self efficacy. Capability of this research is an important aspect because it has been driven by a strong personality, which in turn can improve the Jakarta parliament performance.

4.3.7 Indirect effect on the performance of self efficacy through Capability.

The results showed that there was no direct effect of self- efficacy with the Jakarta Parliament performance must use the Capability. These results support research conducted by Ballout [70] which states that capability to have an important role in relation to the self efficacy to individual performance. Thus although confidence has not been able to improve the Jakarta parliament performance directly, but very dominant role capability so as to improve the performance.

V. Conclusion

The Capability level of Jakarta parliament members turned out to have anything to do with personality as reflected in social attitudes. Social attitudes are personality type is more likely to lead to social factor. Likewise High or low capability has to do with self efficacy. With a strong self efficacy may increase the capability which in turn can improve its performance. Personality reflected by a strong social attitudes, was not able to improve the Jakarta parliament members performance. Likewise, self efficacy cannot improve the Jakarta parliament members performance. But Parliament members have a high capability so that they can do with a good performance. Thus, capability is important to encourage personality and self efficacy of each in improving the Jakarta Parliament performance.

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