

The Mediation Effects of Motivation on the Influence of Self Efficacy Toward the Performance of Batik SMEs in Banyumas

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ARTICLE INFO

Article history:

Received Oct 02, 2025
Revised Oct 13, 2025
Accepted Oct 20, 2025

Keywords:

Motivation
Performance
Self Efficacy

ABSTRACT

Engaged in the process of making Banyumasan batik. The purpose of this study is to analyze the effect of self-efficacy on performance through motivation as a mediation. The sample used in this study were 80 employees at the SMEs Batik spread across the Banyumas Regency. This research uses Structural Equation Model Partial Least Square analysis technique using PLS software. The results of this study indicate that self-efficacy has not significantly effect on performance. Self efficacy has a significant and positive effect on motivation. Motivation has a significant and positive effect on performance. Motivation mediates the effect of self efficacy toward performance.

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1. INTRODUCTION

Human Resources has a very important role in the development of an organization. A big organization need an optimal performance of its employees to achieve organizational goals. Employee performance is very urgent to highlight, because the progress of an organization is influenced by the performance of the employees.

Organizations expects optimal performance from its employees. Good performance can be influenced by factors that can affect an employee's performance. One of the factors that can affect the quality of performance is the confidence of someone to be able to finish the job well or called Self-efficacy (Ardi, Astuty & Sulisty, 2017; Noviwati, 2016; Rimper & Kawet, 2014). Bandura (1997) said that Self-efficacy is self-perception about how well a person can function in certain situations that affect personal activities to achieve the goals set.

Research on self-efficacy on performance has also been conducted by several researchers and shows different results. Research conducted by Purnomo and Lestari (2010) shows the results that self efficacy has a significant positive effect on SMEs performance. Furthermore Engko's (2008) and Chasanah (2008) research shows that there is a positive effect of self efficacy on performance. Lee and Bobko (1994), stated that individuals who have high self-efficacy will devote all their efforts and attention to achieving goals and preventing what happens and making it even more active. Someone who has a high self efficacy that is able to do something for events that occur, while someone with low self efficacy considers themselves capable of doing everything that is around him. In difficulties, people who have low self efficacy, difficult to get out, while people who have higher self efficacy will find it difficult to achieve more difficult to overcome the challenges that exist.

According to Saifuddin Azwar (2007) perceived high or low self-efficacy will motivate a better individual to increase intelligence and direction, so that it is more in line with the goals obtained clearly. This also reinforces the research (Widiyanto, 2013) in his research at SMKN 2 Depok of 30 students who prove self-efficacy towards motivation, tenacity in carrying out tasks, and learning achievement.

A person who have low self efficacy will feel they don't have the belief that they can complete the task and will avoid the task. A person's success in completing a task or a difficult challenge can increase self-efficacy which will affect a stronger motivation for the challenge or task (Slameto, 2010). Penelitian dengan hasil berbeda dilakukan oleh Gunawan dan Sutanto (2013) dan Prasetya dkk. (2013) shows that self-efficacy has no effect on employee performance and individual performance.

In addition to self efficacy there are other important things that can affect employee performance is motivation. Motivation is an important thing that must be a concern, because motivation is one of the factors that also determines a person's performance. Big and small influence of motivation on one's performance depends on how much intensity of motivation is given (Hamzah, 2011). The greater the motivation provided by the company, employees will be more eager and willing to devote their energy and thoughts for the sake of work. Employees who have high work motivation will have optimal performance.

Research on self efficacy on motivation has been conducted by Lunenburg (2011) stating that self efficacy affects the level of employee effort or motivation and employee perseverance when learning difficult tasks. Research conducted by Cherian and Jacob (2013) shows the results that self efficacy on individual performance in the workplace will determine performance and motivation. Employee performance is positively influenced by overall self efficacy. While Syafi'i's research (2011) states that self efficacy, age, sex, education level, marital status, salary and length of work are not significantly influence the work motivation of Riau Provincial Liaison Agency employees.

More research on increasing motivation for performance has been done. Motivation is a problem that can be discussed (Mangkunegara, 2009). Keitner & Kinicki (2007) defines motivation as a psychological process that gives rise to directions that have goals to achieve certain goals. Research on the effect of motivation on performance was conducted by Mukuru (2013). The results of correlation analysis in this study indicate that employee motivation has a positive relationship with employee performance. Likewise research conducted by Zameer et al. (2014) that this study was to examine the relationship between motivation and employee performance in the beverage industry. The results of this study indicate that if the beverage industry such as Coke, Pepsi, and Gorment motivate their employees by using systems such as job enrichment, job security, reasonable salaries and other additional incentives then employee performance automatically increases and industries reach their goals easily.

Further results show that motivation in the beverage industry in Pakistan can significantly affect employee performance. Dhermawan et al. (2012) states that motivation and competence have no significant effect on employee performance while the work environment, compensation and job satisfaction have a significant effect. The results of the study have implications for motivation, working environment conditions, competence, and employee compensation that need to be improved in order to increase job satisfaction and if employee job satisfaction increases, employee performance will also increase. Other studies with motivational results did not significantly influence the performance of PDAM employees in the Madiun conducted by Murti and Srimulyani (2013).

According to Oluseyi and Ayo (2009) states that the level of performance is not only based on actual abilities but also based on the level of motivation that they show. Not all workers have a performance that is in line with company expectations. This can occur because of the low self-efficacy that is owned by employees. Therefore, the existence of motivation is very necessary in order to be able to encourage employees to be more enthusiastic in doing their work. The role of motivation is very important for employees and will impact the survival of the company. This shows that work motivation must exist for every employee to improve employee performance.

As one of the spearheads of the economy in Indonesia, SMEs have a very urgent role. SMEs become one of the real sectors that can reduce the unemployment rate. The driving force of SMEs is people who work in urban and rural areas within the scope of Small and Medium Enterprises. The SMEs sector has proven resilient when the economic crisis of 1998 compared to large companies

which were mostly stagnant and even stopped their activities. The intended Small Business is a company or industry that has a workforce of 5 to 19 people, while the Medium Business is a company or industry that has a workforce of 20 to 99 people (Tambunan 2009).

SMEs engaged in the Batik sector in Banyumas are generally still carried out traditionally, both in the production and marketing processes. The batik industry in Banyumas is mostly located in the Banyumas District (Pasinggangan Village, Pekunden, Sudagaran, and Papringan) and the Sokaraja District (Karang Duren, Sokaraja Tengah, Sokaraja Lor, Sokaraja Kidul, and Sokaraja Kulon) (Banyumas district government, 2017).

The demand for batik which has been increasing lately, has caused batik industry to grow more and more. Some of them are in the form of large batik companies, home industries and in the form of SMEs. To be able to win market competition, fellow batik industry must be able to compete in a healthy manner. For work with optimal performance.

Based on the description above, the researcher is interested in making research with the title "The Mediation Effects of Motivation on the Influence of Self efficacy toward Performance in Batik SMEs of Banyumas"

2. RESEARCH METHOD

This researcher uses a quantitative approach to test a hypothesis by using a statistical test to provide information and explanations in the form of accurate data so that it can be further analyzed (Sugiyono, 2010) Data obtained directly from respondents through questionnaire answers. The sampling technique used is simple random sampling. The number of samples in this study were 80 employees. The population used in this study are employees who work at SMEs Batik in the Banyumas Regency. The variables used in this study are self efficacy as an independent variable, employee performance as the dependent variable, and motivation as an intervening variable. The statistical analysis used is Structural Equation Modeling (SEM) with the help of SmartPLS software.

3. RESULTS AND DISCUSSIONS

No	Indicator	Outer Loading	Conclusion
1	X1.1	0,658	Valid
2	X1.2	0,748	Valid
3	X1.3	0,860	Valid
4	X1.4	0,726	Valid

Table 1. Outer Loading

Source : Putput SmartPLS, 2019

Table 1 shows the outer loading of all indicators has a value greater than 0.5 so that it can be declared valid.

No	Indicator	Outer Loading	Conclusion
1	Z1.1	0,540	Valid
2	Z1.2	0,652	Valid
3	Z1.3	0,827	Valid
4	Z1.4	0,643	Valid
5	Z1.5	0,650	Valid

Table 2. Outer Loading Motivation

Source : Output PLS, 2019

Table 2 shows the outer loading of all indicators has a value greater than 0.5 so that it can be declared valid.

No	Indicator	Outer Loading	Conclusion
1	Y1.1	0,678	Valid
2	Y1.2	0,817	Valid
3	Y1.3	0,562	Valid
4	Y1.4	0,750	Valid
5	Y1.5	0,655	Valid

Table 3. Outer Loading All Indicators
Source : Output PLS, 2019

Table 3 shows the outer loading of all indicators has a value greater than 0.5 so that it can be declared valid.

3.1 Reliability Test

	Composite Reliability
Self Efficacy	0,821
Motivation	0,758
Performance	0,830

Table 4. Composite Reliability
Source: Output PLS, 2019

Table 4 showed the value of the composite reliability of the three variables above 0.60. This means that the construct has good reliability.

Variable	Cronbanch Alpha
Self Efficacy	0,800
Motivation	0,627
Performance	0,775

Table 5. Cronbanch Alpha
R-Square Results (Inner Model)

Table 6 R-Square Results

Variable	R-Square
Self Efficacy	-
Motivation	0,325
Performance	0,651

Table 6. R-Square Results
Source : Output PLS, 2019

Table 6 showed that Self efficacy model for employee performance gives an R-square value of 0.651 which can be interpreted that the construct performance variability of employees that can be explained by the construct efficacy variability of 65.1%, while 34.9% is explained by other variables outside researched. Furthermore, the model of the effect of self efficacy on motivation provides an R-square value of 0.325 which can be interpreted that the constructability variability of employee performance that can be explained by the constructability variability of self efficacy is 32.5%, while 67.5% is explained by other variables outside the study.

3.2 Prediction Relevance Test

In addition to seeing the R-Square value, the PLS model is also evaluated by looking at Q-square predictive relevance for the construct model. The following is a calculation of the value of Q-square predictive relevance of this research model:

$$\begin{aligned} Q^2 &= 1 - (\sqrt{1 - R1^2}) \times (\sqrt{1 - R2^2}) \\ &= 1 - (\sqrt{1 - 0,651^2}) \times (\sqrt{1 - 0,325^2}) \\ &= 1 - (0,84) \times (0,7) \\ &= 1 - 0,62 \\ &= 0,38 \end{aligned}$$

Based on the above calculation, the Q-square predictive relevance value of 0.38 has been obtained where the value is greater than 0. This shows that the model has predictive relevance which can explain the model of 38%.

3.3 Causality Test

Relationship between Variables	Original Sample (O)	t-statistics	Ket	Conclusion
Self Efficacy → Performance	0,136	0,474	Significant	Hypothesis rejected
Motivation → Performance	0,751	2,413	Significant	Hypothesis accepted
Self Efficacy → Motivation	0,530	2,179	Significant	Hypothesis accepted

Table 7. Inner Weight Result
Source: Output PLS, 2019

The results of inner weight estimation for the effect of self efficacy with employee performance show a t-statistic value of 0.474 smaller than 1.96. This shows that there is no influence of self efficacy variable on employee performance. The results from table 7 can also be concluded that the inner weight for the influence of motivation on employee performance shows a t-statistic value of 2.413, greater than 1.96. This shows that there is a significant influence on the motivation variable on employee performance. The results from table 7 also can be concluded that the inner weight for the effect of self efficacy with motivation shows its t-statistic value of 2.179 is greater than 1.96. This shows that there is a significant effect on the variable self efficacy on motivation. In this study, it can be concluded that self efficacy does not directly affect employee performance, but self efficacy directly affects motivation. And for motivational variables able to mediate the effect of self efficacy on employee performance. The magnitude of the coefficient of direct and indirect effects can be seen from the following table:

Effect among variables	Coefficient of Effect	Conclusion
Self Efficacy → Performance	0.136	Hypothesis accepted
Self Efficacy → Motivation → Performance	0,751 x 0,530 = 0,398	

Table 8

From table 8 we can conclude that it is higher compared to the one mentioned above. This is stated as the effect of self efficacy on employee performance through greater motivation towards self efficacy on employee performance at the SMEs Batik in Banyumas Regency.

3.4 Effect of Self Efficacy on Performance

The results of this study indicate that there is a positive and not significant effect on the performance variable. So that the higher the self-efficacy that employees have, it may not necessarily improve employee performance, it can increase but in a low percentage. In this study, the value of the self efficacy variable will have a greater effect on employee performance through an intervening variable, namely motivation. Several researchs that support the results of this study are Gunawan and Susanto (2013) which states that self efficacy does not significantly influence employee performance at PT. Nutrifood Surabaya. The performance of the employees at PT. Nutrifood Surabaya is influenced by skill and knowledge in working. Employees with sufficient skills and knowledge about their field of work will tend to be able to complete their work. Furthermore, research by Prasetya, et al (2013) also found that the effect of self-efficacy was not significant on the performance of individual Accounting lecturers in Higher Education in the former Residency of Madiun. less confident in carrying out the task and not optimal in doing the task.

In this study the main factor that makes self efficacy does not affect employee performance is the application of challenging indicators of work that are not yet optimal, this can be seen from the acquisition of the average value of this indicator which is included in the medium category. Employees consider the new work given has not been matched by the clarity of the task, so that not infrequently many employees who ignore their new work and do the work more first. Conditions in the field also show low self efficacy caused by increased workload, employees feel burdened with additional tasks. It is also due to internal factors of employees, namely lack of confidence in completing work. Lack of confidence makes employees always complain and feel uncomfortable whenever asked to do work.

3.5 Effect Self Efficacy on Motivation

The results of this study indicate that there is a positive influence between self efficacy on motivation. In addition, the self efficacy variable has a significant effect on the motivation variable. Self efficacy in this study was measured by feeling able to do work, better ability, happy challenging work, and satisfaction with work. These indicators indicate that the application of good self efficacy can increase employee motivation. When viewed from the indicators of feeling able to do work and better abilities, shows employees have the confidence to motivate themselves to succeed in completing the work or task given

The higher self efficacy perceived by employees will motivate employees cognitively to act more directed. employees will be confident in their ability to complete tasks. Some training programs are also applied to Employees of SMEs Batik in Banyumas Regency, where this training is useful to increase employee confidence in completing their work. The training is in the form of training on the ability to make various kinds of batik patterns typical of Banyumas area so that employees become more skilled.

The results of this study are supported by research Parasara and Surya (2016) that self efficacy has a positive and significant effect on the motivation of Inna Grand Bali Beach Hotel employees, Sanur. With the self efficacy experienced by employees, the employee will have a perception that the goals he is working in accordance with the goals of the organization and make employees will have a strong motivation for the organization where he works.

In addition Cherian and Jacob's research (2013) also states that self-efficacy has a significant effect on motivation, also strengthened by research (Widianto, 2013) in his research at SMKN 2 Depok of 30 students stating that self-efficacy influences motivation. Individuals who are have low self efficacy so they do not have confidence that they can complete the task and will try to avoid the task.

3.6 Effect Motivation on Performance

The results of this study indicate that there is a positive influence between motivation on employee performance. In addition, motivation variables have a significant effect on employee performance variables. This explains the higher the application of motivation towards Batik UMKM employees in Banyumas District, the better the employee's performance. The results of this study are in accordance with the study Kusuma (2013). The same indicator is used in this study. Kusuma (2013) states that the company wants to achieve optimal performance in accordance with the targets set by the company, the company must provide motivation to employees, so that employees are willing and devoted their energy and mind to work.

In this study the motivational variable indicators of the need for self-actualization have the highest average value compared to other indicators. This shows that the placement of the part in carrying out work in accordance with the fields and expertise of employees, so that in work employees have high motivation. In addition, employees have freedom of expression of the work done. Employees also have very good communication with superiors, so that if there is suggestions or criticisms they always talk to the boss, so employees can find the right solution. The results of this study are also supported by research by Zameer, et al (2014) which states that the beverage industry in Pakistan motivates their employees by using a job enrichment system, job security, a reasonable salary, and additional incentives so that employee performance automatically increases, and companies can achieve company goals easily. Permanasari (2013) also states that the higher employee motivation will have an impact on the higher performance. The greater motivation provided by the company, employees will be more eager and willing to devote their energy and thoughts for the job.

3.7 Motivation Mediates the Effect of Self Efficacy on Performance

The results of this study indicate that self efficacy influences employee performance through motivation as a mediating variable. It can be seen that there is an indirect effect of the self efficacy variable on employee performance through motivation variables. Comparison of direct and indirect effects shows that the effect of self efficacy on employee performance through employee motivation (0.398) is greater than the effect of self efficacy on employee performance (0.136). Self efficacy no affect the increase in employee performance directly, this is because motivation has an important role that influences employee performance.

With the motivation in the form of physiological needs, security needs, social needs, appreciation needs and self-actualization needs have an influence on increasing employee self-efficacy which will then have an impact on improving employee performance. SMEs owners have provided sufficient motivation so that employees have a high sense of responsibility and confidence in completing work and improving employee performance.

The results of this study can be interpreted that the better the application of self efficacy, the better the application of motivation so that if the higher the self efficacy perceived by the employee will be able to motivate the employee cognitively to act more directedly, and the employee will be confident in his ability to complete his work. So this can improve employee performance. The existence of self efficacy that is able to support employees to motivate themselves, where employees who have high self efficacy will always try to achieve better performance, this is because these employees have the motivation strong, clear goals, stable emotions, and the ability to give performance to activities. In the results of this study, the role of the motivational variable as a mediating variable is fully proven, where the self efficacy variable cannot stand alone to influence employee performance.

4. CONCLUSION

Based on the results of research and discussion previously stated, the following conclusions can be drawn: Self efficacy gives a positive but not significant effect on employee performance. This shows that the higher the self-efficacy of employees, it is not necessarily able to improve the performance of SMEs Batik employees in Banyumas. Self efficacy provides a positive and significant effect on employee work motivation. Self efficacy refers to the self-confidence of Batik UMKM employees in Banyumas Regency to motivate themselves to succeed in completing the work or assignment given.

This shows that the higher the self-efficacy of employees, the motivation of SMEs Batik employees in Banyumas will also increase. Motivation provides a positive and significant impact on employee performance. This shows that the higher the motivation given, it will improve the performance of SMEs Batik employees in Banyumas. Motivation is able to mediate the effect of self-efficacy on the performance of SMEs Batik employees in Banyumas. This is because the results of indirect effects are greater than direct effects.

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