

CHAPTER I

INTRODUCTION

A. Background Behind Problem

Standing batik in Indonesia's own history, which is unique and has gone on for 700 years since government Lord Wijaya from Kingdom Majapahit in 1294 to 1309, scholars speculate that batik, which was drawn hand on, was at first reserved for imposing by Javanese nobility (Steelyana, 2012). The development of stamped batik techniques in the 1840s was responsible for revolutionizing making batik because of the possible level of production, which is larger compared to the technique of batik writing (Sudibjo & Nasution, 2020).

Batik in Indonesia has developed quite significantly since it was confirmed by UNESCO and claimed by neighboring countries as one culture. That's where the sense of belonging to batik reappears. More days of batik are more evenly distributed in almost all regions, and batik craftsmen lift the culture of the area past sheet batik, which implied Thus, on October 2, 2009, Indonesian batik was established as Inheritance of Humanity for Culture, Oral and -Non-Material" (*Masterpieces of the Oral and Intangible Heritage of Humanity*) by UNESCO (the *United Nations Educational, Scientific, and Cultural Organization*). Affirmation by UNESCO about batik as an inheritance culture, not an object (ICH) has increasing its popularity in the international market and possible Indonesian use of profit economy (Indrawati et al., 2022).

Rajasa Mas Jaya is a company that operates in the Batik and Craft Industry and is located in Regency Cilacap. Batik in Regency Cilacap, especially in the village of Maos, is one of the intangible cultural heritages because batik in the Maos Cilacap area has existed since the 18th century. Its existence is because batik in Maos has existed since the post-war Prince Diponegoro, where the motives in Domination are floral motifs because they are influenced by the atmosphere of the Maos area, which is agrarian. Motives in batik maos have the philosophy password of the war of Prince Diponegoro, which is implied on a piece of batik cloth, because this batik motif was carried by the soldiers of Prince Diponegoro in the struggle against invaders. (interview with craftsman Batik Mai'ah and late father Mulyono, late son of businessman Batik Maah, year 1900)

According to the owner of Batik Rajasa Mas Maos Cilacap, Tonik Sudarmaji (Maos, Cilacap, January 9, 2023), para craftsmen in Maos have already started to regenerate to be more young. matter because during 12-year final owner No stop socializing Batik Maos and giving training in a manner free to anyone who is interested in exploring the world of batik. This is what finally gets interesting: little by little, young batik enthusiasts are not only among the Cilacap district but also penetrate Regency. With increased batik, which is new employees for Batik Rajasa Mas where there are 12 permanent employees, and with power production batik as much as 150 more, of course the owner wants to determine the extent to which the employee's performance against the company Owner considers the importance of employee performance. Besides having a positive impact on the progress of the company, it can influence the way the wheels of the company's organization go, which results in a decrease in company revenue. Performance employees in an organization or company have linkages that are tight. The achievement of

organizational goals cannot be separated from the available resources owned by the organization, which are used or run by employees whose role is active as perpetrators in the effort to reach the organization's objectives.

There are several factors that affect the performance of employees in a company. Based on the factors which can influence performance among them is factor *self-efficacy, teamwork, Organizational Culture and Job Satisfaction* (Zeb et al., 2021). The results of research conducted by Surucu et al., (2022) that *self-efficacy* positive effect on work performance and influence as well to Motivation. Teamwork, Organization culture, Job satisfaction, and Discipline have a significant effect on employee performance. However, motivation does not affect work performance, this makes a gap that will be discussed in this study.

Another factor that affects work performance is motivation and discipline, which have a very positive and significant effect, in accordance with the study by Sutrisno and Surasi (2019). Besides that, besides being influential to performance employees, motivation turns out to be influential to organizations and cultures (Adiguzel & Sonmez Cakir, 2022).

Study This is analysis study about influence self-efficacy, Organization and Cultures, Teamwork and Job satisfaction to Performance Employee as well as study about influence positive Motivation and *Discipline* on Work Performance. It turns out that in reabout the influence of et al., 2018) seorganization No ovulturesctteamwork,eand jobformance emplooneperformanceiof employees,oo. Likewise is notmotivation8),ndelf-ipline mohas a positive impact notmployeenormance. ncenizationalcultureAman-Ulah et al., (2022) satisfaction

No only influential positive to employee performance but also affects compensation. Meanwhile, research from Gresearch byt al., (2021) tha (2022), tjob does not only is notave an effect posiinformace employee but influence Also to ecopreneurship. Results ofng to Pham et al., (2022) motv(2021) showinfluential Also to Organizational ca positiveture . Rony Which donein employeestmotivation is alsoinfluences on organizationaly influe. al positive to However, employee performance also influences work safety and Occupational health. This research is a replica or development of the research of Inrawati, etc.; Mursito, Artai, 2022; and Sutrisno, Sunarsi (2019). From the explanation above, to determine work performance for the company, it is carried out through research: **"The influence of self-efficacy, teamwork, organization culture, job satisfaction, motivation, and discipline to work performance at Batik Rajasa Mas Maos Cilacap."**

B. Formula Problem

According to the explanation, it is a well-known problem study. This is:

- a) Is self-efficacy influential, positive, and significant to work performance in Batik Rajasa Mas Maos Cilacap?
- b) Is teamwork influential, positive, and significant to work performance in Batik Rajasa Mas Maos Cilacap?
- c) Is organization and culture influential, positive, and significant to work performance in Batik Rajasa Mas Maos Cilacap?
- d) Is job satisfaction influential, positive, and significant to work performance in Batik Rajasa Mas Maos Cilacap?

- e) Is motivation influential, positive, and significant to work performance in Batik Rajasa Mas Maos Cilacap?
- f) Is discipline influential, positive, and significant to work performance in Batik Rajasa Mas Maos Cilacap?

C. Objective And Benefit Study

C.1. Objective Research

Based on the formula problem that has been exposed, so objective from research, this is:

- a) For an analysis of the influence of positive self-efficacy on work performance in Batik Rajasa Mas Maos
- b) For analysis of the influence of positive teamwork on work performance in Batik Rajasa Mas Maos Cilacap,
- c) For analyze influence positive Organization and culture to work Performance in Batik Rajasa Mas Maos
- d) To analyze the positive influence of job satisfaction on work performance in Batik Rajasa Mas Maos Cilacap.
- e) For analyzing the influence of positive motivation on work performance in Batik Rajasa Mas Maos Cilacap.
- f) For analysis of the influence of positive discipline on work performance in Batik Rajasa Mas Maos Cilacap,

C.2. Benefit Study

C.2.a. For Batik Rajasamas Maos Cilacap

As a reference and material consideration for increasing performance by employees with regard to factors that have been researched. There are also factors that are examined: self-efficacy, teamwork, organizational culture, job satisfaction, motivation, and discipline.

C.2.b. For Writer

As a means to apply knowledge already studied in a manner of theory on lecture benches and also as fulfillment of requirements for graduation to obtain a Master of Management degree at the University Muhammadiyah Purwokerto.

