

## CHAPTER II

### REVIEW REFERENCES

#### A. Base theory

Grand theory The underlying theory in this study is theory performance (Performance theory). Performance is multidimensional. On the most basic level, Seo et al. (2020) distinguish between task and performance context. Performance task refers to an individual's ability to perform activities that contribute to the 'technical core' of the organization. This contribution can be both direct (for example, in the case of production workers) or indirect (for example, in the case of managers or staff personnel). Contextual performance refers to activities that do not contribute to a technical core but which support the environment (organization, social, and psychological) in which objective organization is pursued. Performance context, including not only behaviors like helping colleagues work or becoming a member of a reliable organization, but also creating suggestions about how repair procedures work. There are a number of perspectives on studying performance; at a general level, one can differentiate between three perspectives:

- a) perspective difference between individuals Which look for individual characteristics (for example, mental general, ability,- personality) as sources of variation in
- b) situational perspective that focuses on situational aspects as facilitators and inhibitors of performance
- c) perspective regulation performance Which describe the process

These perspectives are not mutually exclusive but approach the phenomenon of performance from different angles that complement each other. Integration from each worker produces three perspectives, which differ on the performance needed. In particular, uniting individual differences and situational perspectives with perspective connection performance seems promising. Integration like that is necessary to understand why certain individual characteristics and factors situational produce performance in individuals. (Saputra & Mahaputra, 2022)

There are a number of factors that influence performance, consisting of motivation, ability, knowledge, expertise, education, training experience, interest, work environment, work priorities, supportive bosses, personality attitudes, physical conditions and physiological needs, and social needs. And need to be selfish.

Measurement to performance: what employees need to do to know whether performance results have been achieved as expected during implementation, there is a deviation from the plan that has been determined. For carrying out these measurements, one needs the ability to measure performance, so it is necessary to have a performance measure so that it can improve performance. For performance measurement, employee to employee To have loyalty to the company, several aspects are needed that can affect performance, among them: self-efficacy, teamwork, organizational culture, job satisfaction, motivation, and discipline.

## **A.1. Self - Efficacy**

### **A.1.a. Understanding Self efficiency**

Self-efficacy is a person's assessment of his personal ability to start and succeed at a task set at that rate, with greater effort, and persevere in the face of adversity. Marideth's statement (Rahayu et al., 2018). Someone with taste efficacy, which is stronger and more possible, can challenge himself alone to face tasks that are difficult. Besides that, he is too motivated to achieve success. In a study by Surucu et al. (2022), it was argued that *self-efficacy* is a person's belief that someone can master a situation and produce positive results. To understand the definition of *self-efficacy* more deeply, there are several definitions of *self-efficacy* put forward by para experts:

- a) Collective efficacy, according to Bandura (2000) in Noviawati (2016), is defined as something belief that owned man about collective they reach results that they together will bring something group achievement. Factors that weaken collective efficacy are: first, humans live in a traditional world. Second, technology is neither understood nor believed to be controlled by humans. third, machines social, which are complex, with level bureaucracy that hinders change social; fourth, the reach and magnitude of human problems can be overwhelming and lower collective efficacy.
- b) According to Friedman and Schustack (Krajcsák & Kozak, 2022), defining *self-efficacy* is the expectation of belief (hope) about how far the individual is able to perform one deep behavior in a certain situation.

- c) Opinion Redmond (2010) in Zeb et al. (2021) self-efficacy influenced by encouragement and despair Which related to performance or self-ability to dare to face challenging tasks. Verbal persuasion or the positive opinion of others can be worked on. How many even, but the more early given, the bigger the odds to push for building efficacy.
- d) . Woolfink (Sutrisno & Sunarsi, 2020) says that self-efficacy is a specific assessment related to competency. To use refers to knowledge an individual has about ability. Alone to complete a particular task without needing to compare their abilities with others'.

Based on the explanation of the experts above, it was concluded that *self-efficacy* is a belief that exists within a person or individual to the ability alone that he has to carry out and carry out the tasks faced and be able to overcome an obstacle or obstacle as well as reach the objective that he expected.

This is in accordance with research conducted by Ko and Kang (2022) that "self-efficacy is the best and most pervasive influence on the choices and goals set by employees themselves. "Self-efficacy also has a significant impact on task access, motivation to finish it, business level, perseverance to do complex tasks, and performance to finish it." *Self-efficacy* has a positive effect on employee performance and motivation. While research is conducted by Noviawati (2016), the result is that influential *self-efficacy* is not significant to the performance of employees. Self-efficacy is influential, positive, and significant for motivation. Motivation has a positive effect on employee performance. Motivation is able to mediate the influence of efficacy from self to performance. So we can conclude

from the research results that self-efficacy does not really affect performance or employee will but is influential on motivation.

Research conducted by Surucu et al. (2022) found that *self-efficacy plays* a role in mediation in this connection. Article 2 also determines that support leaders have a role in the moderated mediation of the influence of transformational leadership on performance work through efficacy. According to the findings of this study, self-efficacy has an impact on performance as well as social and financial well-being.

So based on studies the can pulled a conclusion that self-efficacy is an option and goals set by an employee. Besides that, self efficacy have a positive influence on motivational and significant on employee performance, as well as *playing* a mediating role in relationships. In the study, it was also determined that support for the leader's own role mediation moderated the influence of leadership transformational to performance work through efficacy.

#### **A.1.b. Indicator *Self Efficacy***

##### **a) Experiences about mastery (mastery experiences)**

The source most influential for self-efficacy is experience—experience about mastery, that is, performances that were already done in the period before. Results achieved by individuals through previous experience are important source of information because it is directly related to personal experience.

##### **b) modeling social (social modeling)**

Model here, which meant unexpected experiences (vicarious experiences) that provided other people. Self-efficacy increases when men observe achievement in others with equivalent competence, but decreases when they see failure in a colleague.

c) Persuasion social ( social modeling )

Effects from the source This is a little limited, but in the right condition, persuasion by others can increase or decrease self-efficacy. This social persuasion is strengthening, which is obtained from other people, because somebody has the ability to reach what they want to do.

d) Condition physical and emotion ( physical and emotional states )

Strong emotions usually lower performance levels. When experiencing great fear, intense anxiety, and high levels of stress, human self-efficacy expectancy is low

**A.2. Teamwork**

**A.2.a. understanding Teamwork**

Collaboration is in a team where collaboration will be more effective than working in an individual manner. There are numerous studies that demonstrate that working in a group leads to increased efficiency and effectiveness, better, and I think this is very different from work that is carried out individually. Cooperation on the team is ability Work together to achieve the same goal. ability to direct individual achievement to an objective organization. Teamwork is one of the fuels

that make ordinary people reach results that are outside the norm. Opinions other than from New Americans Webster's Dictionary says that teamwork is not different from collaboration. Because of that, say teamwork or cooperation team. Collaboration is also used in a different way. According to Linden (in Kaswan, 2017), the essence of collaboration is indicated by the word itself. Collaboration is about co-labor (cooperation), joint effort (joint venture), and ownership (ownership). Collaboration can happen when people from different organizations (units in the organization) produce something in a manner together through joint effort, resources, and decision-making and share ownership of the final product or service. As stated by Bachtiar (Saputra & Mahaputra, 2022), cooperation is the synergy of the power of several people in achieving one desired goal. Cooperation will unify the power of ideas that lead to success. Opinion of the expert about teamwork:

- a). According to Manzoor (Co & kang, 2022), a cooperation team consists of individuals who rely on one another for tasks and are jointly responsible for the outcomes. Teamwork is an activity that is managed and carried out by a group of people who are members of one organization, and the team has something objective to do together. Team members can develop effectiveness and mutual relations. For reaching objective teams.
- b). According to Ancona and Caldwell (Agbejule & Lehtineva, 2022), a cooperation team consists of several functions that are put together under one leadership to do something that supports the overall activity of the organization. Cooperation can stimulate somebody to contribute to the group; as Ancona and Caldwell stated, cooperation is the mental

and emotional involvement of the people inside group situations that encourage them to contribute to an objective group or various not quite enough answer achievement objectives.

So based on opinion, a para expert can draw a conclusion, namely that cooperation is an act or process of working with the spirit of togetherness and harmony to achieve a common goal. Cooperation is the opposite of working separately in competition. Humans tend to have the nature of groups and work together to shape competitiveness, which is stronger.

#### **A.2.b Indicator team Work**

Fernando & Wulansari (2020) define several indicators of cooperation in teams as tools for measuring them, which are as follows:

- a. Not quite enough answer, that is, in a manner together finish the job, where by giving responsibility, cooperation can be created.
- b. Each other contributes, that is, with each other, good power and thought will create work. The same is true in a team.
- c. deployment ability in a manner maximum, that is, with exerting all abilities of each team member individually max, work same will be more strong and quality.

#### **A.3. Organization and culture**

##### **A.3.a. Understanding Organization and culture**

Robbins (2008), in Alwali & Alwali (2022), state that culture organizations have a number of functions that include: giving constraints to be able to define a

role so that it can show a difference between organizations; giving something understanding identity toward something greater than the interests of organizational members in a manner individual; showing stability on the social system; giving understanding; and also giving mechanism control, which can be made as guidelines to be able to shape the attitudes and behavior of members of the organization as well. Finally, culture organizations can form patterns of thought as well as behavior.

Connections between culture and organization among them "Culture organization is a belief and values that become the main philosophy held firm by member organizations in operating or operationalizing organizational activities". While the opinion of Luthans (1998) in Seo et al. (2020) that culture and organization are marks and norms, to guide the behavior of a member of the organization. All of these members will then behave according to the dominant culture so that it can be accepted by the environment of the organization.

A number of experts who understand culture and organization are:

- a. According to Wood, J., Wallace, J., Zeffane, R. M., Schermerhorn, J. R., Hunt, G. & Osborne (2001) Organizational culture is a trusted system and mark developed by organizations where matter that guides behavior from member organizations alone.
- b. In the opinion of Tosi, Rizzo, and Carroll, as quoted by Munandar (2001), culture in organizations is how people think, feel, and react based on certain patterns that exist within the organization or exist in parts of the organization.

- c. According to Cushway and Lodge (2000), organizational culture is an organization's value system and will influence the way work is done and how employees behave. Can conclude that this meant with organizational culture in
- d. Fahmi (2017:11) says that culture organization is a results-process that melted down the cultural and behavioral styles each individual brought before him into a new philosophy and norms, which have the same energy pride group in face something and objective certain

Based on the description above, the conclusions that can be drawn are that organizational culture is a culture of what is done by people in an organization and how behavior people can influence performance organization with material the study is attitude man to work, to colleague work, reward, cooperation, and other. Culture organization is the gathering of beliefs, marks, and methods of interaction that create an organizational environment. Organizational culture includes the basic values of a company or business. This also reflects expectations, organizational philosophy, and the experiences of its employees and leaders, which often determine the direction of the future group.

### **A.3.b. Indicator Organization and culture**

Robbins (2011), in Farasha & Blomquist (2021), state There are a number of indicators of implementation culture organization in a company that are as follows:

- a. initiative Individual.

individual that is not quite enough answer, freedom or independence, which owned every member organization in put forward opinion. Individual

initiative must be valued by the organization's group or leader throughout its concerns.

b. tolerance to risky action. An organizational culture is said to be good if it can provide tolerance to members or paraemployees so that they can act aggressively and innovatively for the advancement of the organization or company, as well as bravely bear the risk of what they did.

c. Briefing.

Briefing intended so far is something an organization or company can create with a clear target and hope for what is wanted. These goals and expectations are clearly stated in the vision, mission, and organizational goals. This condition can affect the performance of an organization or company.

d. Integration. Integration was designed in such a way that an organization or company can push units of work that are coordinated. Compactness units can push quality and quantity work generated.

e. Support management. Support management is so far where the para manager can provide clear communication or direction, assistance, and support to subordinates.

f. Control. Control tools that can be used are regulations or norms that apply to an organization or company.

g. Identity. What is meant by identity" is to measure the extent to which a member of an organization or company can identify himself as something of unity in the company and not as a group doing certain work or professional skills.

- h. **system reward.** What is meant by the reward system is the extent of the allocation of rewards (raise, promotion, etc.), which is based on employee performance and not on seniority, favoritism, etc.
- i. **Tolerance to conflict.** So far, the para employee is pushing To express an opinion, express conflict and criticism openly. Difference of opinion is a phenomenon that often occurs in an organization or company. However, different opinions and critics can be used to repair or change strategy to reach the objective of an organization or company.
- j. **Pattern communication.** So far, communication was restricted by hierarchy and authority. Sometimes hierarchies of authority can prevent patterns from forming in communication between superiors and subordinates or between that employee alone.

#### **A.4. Job Satisfaction**

##### **A.4.a. Understanding Job satisfaction**

Which meant satisfaction Work that is condition psychic Which pleasantness is felt by workers or employees in an environment where they work in an organization and his needs are fulfilled with good. Robin's opinion, job satisfaction, or job satisfaction is identified with individual matters. Therefore, the level of satisfaction for each person will be different. And matter This can happen when a number of factors can be fulfilled, including individual needs and their relation to degrees of liking and disliking workers (Alwali & Alwali, 2022). In addition to the above, Nguyen et al. (2003) in Zeb et al. (2021) explain that the concept of job satisfaction is influenced by things that are multidimensional and cannot be predicted in a single dimension. Well, the corporate environment and business job

satisfaction also have a dimension that is different. The dimensions are the type of work involved, satisfaction with compensation, satisfaction with supervision, and satisfaction with aspects of promotion to colleagues work.

It is this aspect of difference that causes the level of job satisfaction for each person to always be different. Matter this because it relates to circumstances and emotions of somebody; like or no like.

There are a number of definitions by para experts about satisfaction at work, among them:

- a. Hasibuan (2001:202). According to Hasibuan, what is meant by job satisfaction is an emotional attitude that is pleasant and makes him love his job. Attitude: This is mirrored by moral work, discipline, and work performance. Job satisfaction is enjoyed at work, outside work, and a combination of work and outside work.
- b. Badriyah (2015). According to Mila Badriyah, job satisfaction is the attitude or feeling of employees toward the pleasant or unpleasant aspects of mengandai work, which is in accordance with the evaluation of each work.
- c. Fred Luthans (2006:243). According to Luthans, satisfaction Work is the result of an employee's perception of how much good work they provide, which is rated important.
- d. Stephen P. Robbins and Timothy A. Judge (2008:107). Job satisfaction, according to Robbins and Judge, is a positive attitude toward one's job that is the result of an evaluation of characteristics.

According to the explanation above, Job Satisfaction has an effect on employee performance by promoting a pleasant emotional attitude and a positive attitude toward work, resulting in good performance.

#### **A.4.b. Indicator Job satisfaction**

A number of indicators For showing satisfaction, work on an employee, that is, as following Mangkunegara (2009) in Noviawati (2016):

- a. suitability. Someone will feel satisfaction when they obtain more than they expected.
- b. Flavor fair. Satisfaction with somebody who got How somebody feels about the existence of justice in certain situations and, in a way, compares himself with other people
- c. loss, feeling no satisfaction. Is factors that become reasons for dissatisfaction with somebody. As for factors, that includes: wages, supervisor, friend work, condition work, policy company, and security work.
- d. Satisfiers. The factors that become a source of satisfaction for a person include: the work itself, work performance, opportunities for progress in work, confession to performance, And not quite enough of an answer.

#### **A.5. motivation**

##### **A.5.a. Understanding Motivation**

The opinion of Sudibjo & Nasution (2020) regarding the notion of motivation is that there are things that can cause, channel, and support human behavior to want to work diligently and enthusiastically to achieve maximum results. According to Robbins (1999:458), what is meant by motivation iswillingness to perform high-

level efforts to achieve organizational goals, as required by ability to do business earlier." For satisfying a certain need.

The motivation of a company can determine a better direction, both in terms of the ideals to be achieved and the achievements to be desired. Motivation: This can move the self so that it can do everything best in life, with Thus, motivation can change lives and determine success. So from Motivation is a set of attitudes and values that influence individuals to reach certain goals in accordance with their objectives.

So based on the opinions above, it can be drawn to the conclusion that motivation has an important role in a company where employees can do everything well and achieve certain things in accordance with an objective company.

#### Theory of Motivation Abraham Maslow: Hierarchy Needs Man

Theory motivation, which Abraham Maslow named Theory The Hierarchy of Human Needs became the first theory created, which became the most famous theory, as well as the base for other formation theories and motivation theories. This theory states that need is the main reason humans are motivated to do something. The Hierarchy of Human Needs Theory has five levels on the level of the pyramid where the order of needs is at the bottom, becoming order first, alias priority, which must be resolved and fulfilled, especially formerly.

## **A.5.b. Indicator Motivation according to Maslow (2002)**

### **A.5.b.1. Physiological Needs**

Need physiology This covers basic human needs such as food, drink, clothing, and a place to stay. Man, which is at the hierarchy need level This clear No attach importance to honor, money savings, or the like.

### **A.5.b.2. Safety Needs**

Level two needs will make humans build motivation on themselves for quick owning a house as a place to take shelter.

### **A.5.b.3. social Needs**

At the third level of need, humans will try to get acquainted and find a person in whom they can believe.

### **A.5.b.4. Esteem Needs**

Needs at level four concern honor. Man will build motivation so that they can be respected and valued by others. Of course, they must get names, titles, and statuses.

### **A.5.b.5. Self-Actualization**

On level final, man must fulfill his own desires so that they can be more useful and reliable to others. These tiers tend to create humans who have a desire to become leaders of an organization in order to own power and make change.

## A.6. Discipline

### A.6.a. Understanding Discipline

Surucu et al. (2022) argue that discipline work is a tool that should be used by the para manager for communication with employees to order them to change behavior, as well as an effort to increase awareness and willingness to fulfill all regulations set by the company. Whereas in the opinion of Bejo student (2005) in Sutrisno & Sunarsi, 2020, understanding discipline is something of an attitude of honor, value, obedientness, and obedience to regulations that apply, whether written or not, as well as being able to carry them out and not avoiding accepting the sanctions if he violates the task and authority given to her.

A study done by Sutrisno and Sunarsi (2019) found that discipline has an influence that is positive for performance employees. Whereas according to the journal study done by Saputra & Mahaputra (2022), *work discipline is* besides influential positive to performance employees, also influential to safety work, 4) discipline work has an effect on occupational health, and 5) work safety influences health work.

Discipline work according to experts:

- a. Ms Hasibuan, (2018). Which meant discipline. Work is awareness and willingness to obey all the rules that have been made and the social norms that apply. Awareness is a person's attitude in which they volunteer to obey all regulations, and what we can be certain of is that they are aware of their task and responsibility. each. Willingness, i.e., something attitude, and act in demand in carrying out regulation company, good, which is neither

written nor no. According to Malayu SP Hasibuan, what is meant by discipline is awareness and willingness of people to obey all company and social norms that apply. Discipline is an attitude of honor and value for something to which regulations apply, good in a manner written or not written, as well as being able to run it and not refuse to accept sanctions if she violates the task and authority given to her.

- b. According to Sastrohadiwiryo, (2001). Looking at discipline as an attitude of honor, value, obedience, and compliance with applicable regulations, whether written or not, as well as being able to run them, and no dodge for accepting the penalty if he violates the task and authority given to her.
- c. According to Atmosudirjo in (Atmodiwirjo, 2000). Define discipline as "formal obedience And control self-tight relationship rationalism, conscious, unemotional. This opinion illustrates discipline as something from obedience to rule through self-control done through that consideration of rationality.
- d. According to Sutrisno, (2009). Discipline is the behavior of somebody that adapts to the regulations and work procedures that apply to them. Discipline is the attitude, behavior, and actions in accordance with the regulations of the corporate organization, both written and unwritten.

From some of the opinions above, it can be concluded that discipline is the awareness and willingness of employees to comply with all regulations prevailing in social norms and organizations. Thus, it is discipline. Work is a tool used by leaders to communicate with employees so that they are willing to change their behavior by following the rules set. Discipline must be upheld in an organization,

meaning without the support of employee work discipline. It is difficult for the organization to achieve its goal. So, discipline is the key to the success of an organization in achieving its goals, and work discipline is a management action to encourage employees to comply with various applicable provisions and regulations in the form of orderly governance. And there are sanctions for those who break them.

#### **A.6.b. Indicator Discipline**

According to the opinion of Sutrisno (2009), there are four indicators of the discipline of work, that is:

- a. obey the rule of time. can be seen from o'clock entering work, o'clock going home, and timely rest hours in accordance with the rules that apply in the company.
- b. obey the regulation of the company. Regulations based on methods of dress and act up in demand at work.
- c. Obey the rules of conduct at work. Shown by method, do jobs in accordance with position, task, and not quite enough answer, as well as ways to relate with units and each other.
- d. Comply with other regulations in the company. Rules about what can and what cannot be done by a para employee in the company

## B. Results Study earlier

The following are some of the journals or previous studies that were used by the author as a source of basic reference material in carrying out this research. Some of these studies include the following:

**Table 2. 1 Results Study earlier**

No	author, year and journaling identity	Variable Which in use	Results
1	(VAR Barao et al., 2022) International Journal of economics, business and Accounting Research (IJEBAR) Peers reviewed – International Journals Vol-6, Issue-1, march 2022 (IJEBAR); 124 – 133 E-ISSN: 2614-1280 P-ISSN 2622-4771	1. Self-efficacy (X1), 2. Teamwork (X2), 3. Organization culture (X3), 4. Job Satisfaction (X4), 5. Employee performance(Y)	1. Self-efficacy influential positive And significant to Performance Employee 2. Influential teamwork positive And significant on Performance Employee 3. Organization and culture influential positive And significant on Performance Employee 4. Job Satisfaction positive effect and significant to Performance Employee
2	(Sutrisno & Sunarsi, 2020 ) Journal Administrator: Journal Scientific Thought and Administration Education Office Vol. 6, No. 2, july-december 2019, page 187-196 p-ISSN: 2407-1765, e-ISSN: 2541-1306 Homepages: <a href="http://ojs.unm.ac.id/index.php/administration/index">http://ojs.unm.ac.id/index.php/administration/index</a>	1. motivation (X5), 2. Work Discipline (X6), 3. Employee Productivity (Z) 4. Work performance (Y)	1. Motivation influential positive and significant on Performance Employee 2. Discipline matters positive and significant on Performance Employee 3. Employee Productivity influential positive And significant to Performance Employee

3	<p>Diana Rizki Noviati, 2016(Noviawati, 2016)</p> <p>Journal Knowledge Management Volume 4 Number 3 – Management major faculty of Economics state University Surabaya, 2016</p>	<ol style="list-style-type: none"> <li>1. Self-efficacy (X1),</li> <li>2. motivation (X5),</li> <li>3. Employee performance (Y)</li> </ol>	<ol style="list-style-type: none"> <li>1. Self-efficacy is not significant effect on Performance Employee</li> <li>2. Self-efficacy influential positive and significant to Motivation</li> <li>3. Influential motivation positive on Performance Employee</li> <li>4. Motivation is able mediate self-efficacy against performance employee</li> </ol>
4	<p>Md. Lazim Mohd Zin, Hadziroh Abraham and Attia Aman-Ulah, 2022</p> <p>(Mohd Zin et al., 2022)</p> <p>Nankai Business Reviews International © Emeralds publishing Limited 2040-8749 DOI 10.1108/NBRI-01-2022-0010</p>	<ol style="list-style-type: none"> <li>1. Job Satisfaction (X4),</li> <li>2. Job enrichment (Z),</li> <li>3. transformational leadership (Z)</li> <li>4. Work performance (Y)</li> </ol>	<ol style="list-style-type: none"> <li>1. Job satisfaction positive effect to performance employee</li> <li>2. Job satisfaction positive effect to motivation</li> <li>3. Job satisfaction positive effect on promotions</li> </ol>
5	<p>Zoltan Krajcsak And Anita Kozak 2022.</p> <p>(Krajcsák &amp; Kozak, 2022)</p> <p>Journal of Advances in Management Research Vol. 19 No. 2, 2022 pp. 300-315 © Emerald publishing Limited 0972-7981 DOI 10.1108/JAMR-07-2021-024</p> <p>Funding: the research was supported by the National Talents Program of the Hungarian Ministry of Human Capacities (NTP-NFTO-20-B).</p>	<ol style="list-style-type: none"> <li>1. Organization culture (X3),</li> <li>2. Remove Worries (Z),</li> <li>3. Financial Sector (Z),</li> <li>4. Work performance (Y)</li> </ol>	<ol style="list-style-type: none"> <li>1. Organization and Culture positive influence to Performance Employee even though it works distance Far.</li> <li>2. Organization and culture influence negative against Attitude when Work by distance Far</li> </ol>

6	<p>Abdul Rohim And I GedeSujana Buddhist, 2019.</p> <p>(Rohim &amp; Budhiasa, 2019)</p> <p>Journal of Management Development Vol. 38 No. 7, 2019 pp. 538-560 © Emerald Publishing Limited 0262-1711 DOI 10.1108/JMD-07-2018-0190</p> <p>Received 6 July 2018 Revised July 6 2018 1 October 2018 12 December 2018 8 march 2019 accepted 8 April 2019</p>	<ol style="list-style-type: none"> <li>1. Organization culture (X3),</li> <li>2. Knowledge Sharing (Z),</li> <li>3. organizational rewards (Z)</li> <li>4. Work performance (Y)</li> </ol>	<ol style="list-style-type: none"> <li>1. Organization Culture positive effect and significant to Performance Employee</li> <li>2. Organization culture nope positive effect and significant to Knowledge sharing</li> <li>3. Organizational rewards positive effect and significant to Performance Employee</li> <li>4. Organizational rewards influential positive And significant to knowledge Sharing</li> </ol>
7	<p>Ali Farasha And ThomasBlomqisit, 2021</p> <p>(Farasha &amp; Blomqisit, 2021)</p> <p>Journal of Global Mobility: The Home of Expatriates Management Research Vol. 9 No. 2, 2021 pp. 289-308 Emerald publishing Limited 2049-8799 DOI 10.1108/JGM-11-2020-0072</p> <p>Received 5 November 2020 Revised 26 February 2021 Accepted 26 February 2021</p>	<ol style="list-style-type: none"> <li>1. Culturediversity (Z),</li> <li>2. Skilled migrants (Z),</li> <li>3. Migrant Workers (Z),</li> <li>4. Organization culture (X3),</li> <li>5. Selection (Z), Promotions (Z),</li> <li>6. Work performance (Y)</li> </ol>	<ol style="list-style-type: none"> <li>1. Organization and Culture positive effect to Performance Employee</li> <li>2. Organization and culture positive effect on Skills Work Which owned</li> <li>3. Organization and culture positive effect to Character Work</li> <li>4. Organization and Culture positive effect to Selection Work And promotion employee</li> </ol>
8	<p>Ali Zeb, Fazal Akbar and Khawar Hussain, Adnan Safi, Mohammed</p>	<ol style="list-style-type: none"> <li>1. Organization culture (X3),</li> <li>2. Innovations (Z),</li> </ol>	<ol style="list-style-type: none"> <li>1. organizational and culture positive effect to Jinerja Employee</li> </ol>

	<p>Rabnawaz and Faheem Zeb, 2021. (Zeb et al., 2021)</p> <p>Business Process Management Journal Vol. 27 No. 2, 2021 pp. 658-683 © Emerald Publishing Limited 1463-7154 DOI 10.1108/BPMJ-11-2019-0464 Received 12 November 2019 Revised 12 May 2020 25 July 2020 accepted 8 August 2020</p>	<p>3. Work performance (Y)</p>	<p>2. organizational and culture positive effect to Innovation 3. Innovation is capable mediate orgnisaso And certain performance</p>
9	<p>curt A Gilstrap, Srishti Srivastava, and Cristina M. Gilstrap, 2022. (Gilstrap et al., 2022)</p> <p>Team Performance Management: An International Journal Vol. 28 No. 5/6, 2022 pp. 382-397 © Emerald publishing Limited 1352-7592 DOI 10.1108/TPM-11-2021-0080 Received 15 November 2021 Revised 2 May 2022 Accepted 3 may 2022</p>	<p>1. team Work (X2), 2. Hybrid Teams (Z), 3. Lexical Analysis (Z) 4. Work performance (Y)</p>	<p>1. Pressure Work has an effect positive and significant to performance employee 2. Pressure Work has an effect positive and significant to Organozationaland culture</p>
10	<p>Lutfi Surucu, Ahmet Maslacki and Aaron sesen, 2022. (Surücü et al., 2022)</p> <p>Baltic Journal of Management Vol. 17 No. 4, 2022 pp. 467-483 © Emerald Publishing Limited 1746-5265 DOI</p>	<p>1. transformational Leadership (Z), 2. Work performance (Y), 3. Self-Efficacy (X1), 4. Leader Support(Z)</p>	<p>1. Self-efficacy influential positive on Performance Employee 2. leader Support effect on Performance Employee 3. transformational Influential leadership positive to performanceaemployee 4. Having self-efficacy role mediate between</p>

	<p>10.1108/BJM-08-2021-0306</p> <p>Received 4 November 2021 Revised 8 February 2022 25 march 2022 20 April 2022 Accepted 25 April 2022</p>		<p>leadership And performanceemployee.</p>
11	<p>Eun-Jeong Ko and Jiyunkang, 2022.</p> <p>(Co &amp; kang, 2022)</p> <p>Gender in Management: An International Journal Vol. 37 No. 8, 2022 pp. 1045-1063 © Emerald publishing Limited 1754-2413 DOI 10.1108/GM-06-2021-0175</p> <p>Received June 22 2021 Revised 4 February 2022 June 12 2022 Accepted 17 june 2022</p>	<ol style="list-style-type: none"> <li>1. Self-efficacy (X1)</li> <li>2. Social experience (Z),</li> <li>3. Self-referring beliefs (Z),</li> <li>4. Entrepreneurial self-efficacy (Z),</li> <li>5. social entrepreneurial self-efficacy (Z),</li> <li>6. Self-esteem (Z),</li> <li>7. social entrepreneurial intentions (Z),</li> <li>8. Work performance (Y)</li> </ol>	<ol style="list-style-type: none"> <li>1. Self-efficacy influential positive on performance employee</li> <li>2. Self-efficacy influential positive towards Social experience</li> <li>3. Self-efficacy influential positive towards Self-referents beliefs</li> <li>4. Self-efficacy influential positive to Entrepreneurial self-efficacy</li> <li>5. Influential self-efficacy positive towards Social entrepreneurial self-efficacy</li> <li>6. Influential self-efficacy positive to Self-esteem</li> <li>7. Influential self-efficacy positive towards Social entrepreneurial intentions</li> <li>8. Self-efficacy have a relationship mediationcross experience social</li> <li>9. Stronger self-efficacy owned by the people Woman compared toclan man</li> </ol>
12	<p>Arien Arianti Gunawan, Caroline Essers, and Allard CR vans Riel, 2022.</p> <p>(Gunawan et al., 2021)</p> <p>International Journals of Entrepreneurial Behavior &amp; Research Vol. 27 No. 3,</p>	<ol style="list-style-type: none"> <li>1. motivation (X5)</li> <li>2. Sustainable entrepreneurship (Z),</li> <li>3. Identity (Z)</li> <li>4. Work performance (Y)</li> </ol>	<ol style="list-style-type: none"> <li>1. Influential motivation positive and significant to Performance Employee.</li> <li>2. Motivation influential positive and significant towards sustainability entrepreneurship</li> </ol>

	<p>2021 pp. 730-752 © Emerald Publishing Limited 1355-2554 DOI 10.1108/IJEBR-06-2020-0404</p> <p>Received June 17th 2020 Revised 3 November 2020 3 December 2020 4 December 2020 accepted 4 December 2020</p>		<p>3. Motivation influential positive and significant to Identity</p>
13	<p>Philippe Chereau, Pierre-Xavier Mesch and Aix-en-Provence, France and SCHEMA Business School, Lille, France 2022. (Chereau &amp; Meshchi, 2022)</p> <p>Journals of small business and Enterprise Development Vol. 29 No. 3, 2022 pp. 461-483 © Emerald Publishing Limited 1462-6004 DOI 10.1108/JSBED-07-2021-0277</p> <p>Received 24 July 2021 Revised 24 September 2021 Accepted 30 September 2021</p>	<ol style="list-style-type: none"> <li>1. Self-efficacy (X1)</li> <li>2. Entrepreneurship education (Z),</li> <li>3. Deliberate practice (Z),</li> <li>4. Entrepreneurial parental environment (Z)</li> <li>5. Work performance (Y)</li> </ol>	<ol style="list-style-type: none"> <li>1. Self efficacy is not positive effect and significant to performance employee</li> <li>2. Self efficacy influenced by Entrepreneurship education</li> <li>3. Self efficacy is affected by Self efficacy influenced by Entrepreneurship education</li> <li>4. Self efficacy influenced by Self efficacy influenced by Parental entrepreneurship environment</li> </ol>
14	<p>A A Made Alit Son, Nengah Landra, and Ni Made Bi Puspitawati, 2022 (Putra et al., 2022)</p> <p>e-ISSN: 2721-6810</p> <p>VALUES, Volume 3, Number 2, Year 2022</p>	<ol style="list-style-type: none"> <li>1. Job satisfaction (X4)</li> <li>2. work stress (Z)</li> <li>3. physical work environment (Z),</li> <li>4. safety and health (Z),</li> <li>5. Work performance (Y)</li> </ol>	<ol style="list-style-type: none"> <li>1. Job satisfaction positive influence to Work performance</li> <li>2. Job satisfaction positive influence on physical work environment</li> <li>3. Job satisfaction positive influence to safety and health</li> <li>4. Job satisfaction negative influence against work stressed</li> </ol>

15	<p>Nico Sudibjo and Rosdiana Akmal Nasution Nasution, 2020.</p> <p>(Sudibjo &amp; Nasution, 2020)</p> <p>JOURNAL OF EDUCATION AND TEACHING Volume 53 Number 3 2020, pp. 276-286 E-ISSN: 2549-2608; P-ISSN: 2301-7821 DOIs: <a href="https://dx.doi.org/10.23887/jpp.v53i1.28533">https://dx.doi.org/10.23887/jpp.v53i1.28533</a></p>	<ol style="list-style-type: none"> <li>1. motivation (X5)</li> <li>2. Work Environment (Z);</li> <li>3. organizational culture (X3);</li> <li>4. Work performance (Y)</li> </ol>	<ol style="list-style-type: none"> <li>1. Influential motivation positive and significant to Work performance</li> <li>2. Work Environment positive effect and significant to Work performance</li> <li>3. Organizational Culture positive effect and significant to Work performance</li> </ol>
16	<p>Mieke Rahayu, Fahmi Rashid, Kasid and Henny Tannady, 2018.</p> <p>(Rahayu et al., 2018)</p> <p>South East Asia Journal of Contemporary Business, Economics and Law, Vol. 16, Issue 5(August) ISSN 2289-1560 201, 2018</p>	<ol style="list-style-type: none"> <li>1. self-efficacy (X1),</li> <li>2. job satisfaction (X4),</li> <li>3. work culture (Z),</li> <li>4. Work performance (Y),</li> </ol>	<ol style="list-style-type: none"> <li>1. Self-efficacy matters positive and significant to Performance Employee</li> <li>2. job satisfaction influential positive and significant to Employee performance</li> <li>3. influential work culture positive and significant to Performance Employee</li> </ol>
17	<p>Zafer Adiguzel and Fatma Sonmez cakir, 2022.</p> <p>(Adiguzel &amp; Sonmez cakir, 2022)</p> <p>European Journal of Management Studies Vol. 27 No. 2, 2022 pp. 131-153 Emerald Publishing Limited e-ISSN: 2635-2648 p-ISSN: 2183-4172 DOI 10.1108/EJMS-01-2022-0007</p>	<ol style="list-style-type: none"> <li>1. motivation (X5)</li> <li>2. strategic orientation (Z),</li> <li>3. business performance (Z),</li> <li>4. innovative climate (Z),</li> <li>5. Work performance (Y)</li> </ol>	<ol style="list-style-type: none"> <li>1. Motivation influential positive and significant on Performance Employee</li> <li>2. Strategic orientation influential positive And significant to Performance Employee</li> <li>3. Business performance influential positive And significant to Performance Employee</li> <li>4. Innovative climate influential positive And</li> </ol>

	Received 26 January 2022 Revised 6 May 2022 28 may 2022 accepted 15 june 2022		significant to Performance Employee
18	Joather Alwali, and Wafaa Alwali, 2022.  (Alwali & Alwali, 2022)  Leadership & Organization Development Journal Vol. 43 No. 6, 2022 pp. 928-952 © Emerald Publishing Limited 0143-7739 DOI 10.1108/LODJ-10-2021-0486  Received 27 October 2021 Revised 15 January 2022 1 may 2022 21 June 2022 accepted 9 July 2022	1. Job satisfaction (X4) 2. emotional intelligence (Z), 3. transformational leadership (Z) 4. Work performance (Y)	1. Job satisfaction positive effect and significant to performance employee 2. emotional intelligence positive effect and significant to performance employee 3. transformational leadership influential positive and significant to performance employee
19	Thuy Linh Pham, Yung-Fu huang, and Thac Dang-vans, 2022.  (Pham et al., 2022)  Personnel Reviews © Emerald Publishing Limited 0048-3486 DOI 10.1108/PR-07-2020-0558  Received 23 July 2020 Revised 5 May 2022 20 July 2022 accepted 3 August 2022	1. motivation (X5) 2. Cross-cultural adjustments (Z), 3. organizational (X3), 4. Low-skilled workers (Z) 5. Work performance (Y)	1. Motivation relates positive and significant to performance employee 2. Cross-cultural adjustment positively related and significant to performance employee 3. Low-skilled workers positively related and significant to performance employee 4. organizational positively related and significant to performance employee
20	Jaekyo Seo, Suhyung Lee and Alexandre Ardichvili, 2020.  (Seo et al., 2020)	1. Disciplines (X6) 2. Citation frequency (Z) 3. Content analysis (Z),	1. Disciplines matter positive and significant to Work performance 2. Citation frequency influential positive And

	<p>European Journal of Training and Development Vol. 45 No. 4/5, 2021 pp. 402-418 © Emerald publishing Limited 2046-9012 DOI 10.1108/EJTD-06-2020-0108</p> <p>Received June 21 2020 Revised 21 August 2020 accepted 22 August 2020</p>	<p>4. HRD publications (Z), 5. Work performance (Y)</p>	<p>significant to Work performance 3. HRD publications positive effect and significant to Work performance 4. Content analysis positive effect and significant to Workperformance</p>
21	<p>Hongyan jiang, Yudi sun, Chen Li and Mengmeng Xu 2022. (Jiang et al., 2022)</p> <p>Asia Pacific Journal of marketing and Logistics © Emerald Publishing Limited 1355-5855 DOI 10.1108/APJML-04-2022-0290</p> <p>Received 4 April 2022 Revised 22 August 2022 25 October 2022 Accepted 1 November 2022</p>	<p>1. Discipline (X6) 2. The construal of power (Z), 3. Healthy food preferences (Z), 4. Work performance (Y)</p>	<p>1. higher self-discipline perception effect positive and significant to performance employee 2. The construal of power positive effect and significant to performance employee 3. Healthy food preferences positive effect and significant to performance employee</p>
22	<p>farhan Saputra and M. Rizky Mahaputra, 2022. (Saputra &amp; Mahaputra, 2022)</p> <p>e-ISSN: 2962-2816, p-ISSN: 2747-1985 DOIs: <a href="https://doi.org/10.38035/jlp">https://doi.org/10.38035/jlp</a> h. v2i3 Received: April 5th 2022, Revised: April 19th 2022, Publish: 20 may 2022 <a href="https://creativecommons.org/licenses/by/4.0">https://creativecommons.org/licenses/by/4.0</a></p>	<p>1. Work Environment (Z), 2. Work Discipline(X6), 3. Occupational Safety (Z), 4. Occupational Health (Z) 5. Work performance (Y)</p>	<p>1. Discipline matters positive to Performance Employee 2. Discipline influential positive to safetyWork 3. Discipline influential positive on HealthWork 4. Work environment influential positive to Safety Work 5. Work environment influential positive to Occupational Health</p>

			6. Work safety positive effect to Health Work
23	<p>Attia Aman-Ullah, Azelin Aziz and Hadziroh Ibrahim, Waqas Mehmood, Attiqa Aman-Ulah 2022.</p> <p>(Aman-Ulah et al., 2022)</p> <p>Revista de Gest~ao Emerald Publishing Limited e-ISSN: 2177-8736 p-ISSN: 1809-2276 DOI 10.1108/REGE-04-2021-0068</p> <p>Received 12 May 2021 Revised March 15th 2022 accepted 22 July 2022</p>	<ol style="list-style-type: none"> <li>1. Job satisfaction (X4),</li> <li>2. Employee retention (Z)</li> <li>3. turnovers intention (Z),</li> <li>4. compensation (Z)</li> <li>5. Work performance (Y)</li> </ol>	<ol style="list-style-type: none"> <li>1. Job satisfaction positive influence and significant to PerformanceEmployee</li> <li>2. Job satisfaction influence positive And significant to Compensation</li> <li>3. Employee retention positive influence and significant to Performance Employee</li> <li>4. Employee retention influence positive And significant to Compensation</li> <li>5. Compensation effect positive and significant to Performance Employee</li> </ol>
24	<p>Nicoleta Meslec, Jacco Duel, and Joseph Soeters, 2020.</p> <p>(Mesc et al., 2020)</p> <p>TeamPerformance Management: An International Journal Vol. 26 No. 5/6, 2020 pp. 325-339 Emerald publishing Limited 1352-7592 DOI 10.1108/TPM-02-2020-0009</p> <p>Received 7 February 2020 Revised 25 May 2020 Accepted 26 may 2020</p>	<ol style="list-style-type: none"> <li>1. Teamwork (X2),</li> <li>2. time (Z),</li> <li>3. Work performance (Y)</li> <li>4. extreme environment (Z),</li> </ol>	<ol style="list-style-type: none"> <li>1. Influential teamwork positive and significant to performance employee ( employee military )</li> <li>2. time influential positive and significant to employee performance ( employee military )</li> <li>3. extremeenvironment positive effect and significant to performance employee (employee military )</li> </ol>
25	<p>Tuija Vikings and LenaNilsson, 2022.</p>	<ol style="list-style-type: none"> <li>1. Teamwork (X3)</li> <li>2. Interprofessional learning (Z).</li> </ol>	<ol style="list-style-type: none"> <li>1. Influential teamwork positive And significant to Performance</li> </ol>

	<p>(Vikings &amp; Nilsson, 2022)</p> <p>Emerald publishing Limited, ISSN 2042-8308</p> <p>DOI 10.1108/MHSI-01-2022-0004</p>	<ol style="list-style-type: none"> <li>3. Peers support workers (Z)</li> <li>4. Mental health care (Z),</li> <li>5. Communities of practice (Z)</li> </ol>	<ol style="list-style-type: none"> <li>2. Influential teamwork positive for healthmental/ Mental health care</li> <li>3. Influential teamwork positive to Interprofessional learning</li> <li>4. Influential teamwork positive to Communities of practice</li> <li>5. Teamwork influential positive towards Peers support workers</li> </ol>
26	<p>Adebayo Agbejule and Lassi Lehtineva, 2022.</p> <p>(Agbejule &amp; Lehtineva, 2022)</p> <p>International Journal of organizational Analysis Vol. 30 No. 7, 2022 pp. 124-136 Emerald publishing Limited 1934-8835 DOI 10.1108/IJOA-02-2022-3149</p> <p>Received 13 February 2022 Revised April 12th 2022 accepted 14 April 2022</p>	<ol style="list-style-type: none"> <li>1. Team work quality (X2)</li> <li>2. traditional project management (Z),</li> <li>3. Agile projects management (Z),</li> <li>4. Project success (Z)</li> <li>5. Work performance (Y)</li> </ol>	<ol style="list-style-type: none"> <li>1. Quality teamwork positive effecto Performance</li> <li>2. Teamwork quality positive effect to traditional project management</li> <li>3. Quality teamwork positive effect to Agile project management</li> <li>4. Teamwork quality positive effect to Project success</li> </ol>
27	<p>Ayesha Afzal and SabbathFazal Firdousi, 2022.</p> <p>(Afzal &amp; Firdousi, 2022)</p> <p>The Journal of Risk Finance Vol. 23 No. 4, 2022 pp. 418-436 © Emerald Publishing Limited 1526-5943 DOI 10.1108/JRF-01-2022-0024</p> <p>Received 26 January 2022 Revised April 16th 2022 Accepted 17 may 2022</p>	<ol style="list-style-type: none"> <li>1. Discipline (X6),</li> <li>2. Deposits switching (Z)</li> <li>3. cost of funds (Z),</li> <li>4. risk management (Z)</li> </ol>	<ol style="list-style-type: none"> <li>1. Discipline matters positive to Performance</li> <li>2. Deposits switching influential positive to Discipline</li> <li>3. Discipline influential positive towards Risk management</li> </ol>

### C. Framework

Performance is a multidimensional concept. At the most basic level, differentiate between task and contextual performance. Task performance refers to the individual abilities with which he performs contributing activities on the 'technical core' of the organization. This contribution can be both direct (for example, in case worker production) or indirect (for example, in case manager or personnel staff). Performance contextual refers to activities that do not make technical core contributions but that support the organizational environment, socially and psychologically, where objective organization is pursued. Performance context includes not only behavior such as helping coworkers or joining a reliable organization but also making suggestions on how to improve work procedures. There are various perspectives for studying performance; at a general level, one can distinguish between the three perspectives, which are:

- a). an individual difference perspective that looks for individual characteristics (e.g., mental generalization, ability, personality) as sources of variation in performance,
- b). situational perspective that focuses on situational aspects as a facilitator and inhibitor of performance
- c). perspective regulation performance Which describe process performance.

These perspectives are not mutually exclusive but approach the phenomenon of performance from different angles that complement each other. Integration from three perspectives

difference in performance is required. Specifically, linking individual differences and perspective situational performance with perspective connection performance seems promising. Integration like that is needed to understand why characteristics of individuals are certain and factors situational produce performance in individuals.

To find out the problems to be discussed, it is necessary to have a framework for thinking that is based on researching problems and aims to push, develop in test truth something to study and a framework that can be depicted as follows:

C.1. The positive influence of self-efficacy on work performance Study VAR Barao et al. (2022) say that there is influence, which is positive for performance, employees, and motivation. Degan's self-efficacy is expected to be high. Employee performance can be increased by being motivated to carry out organizational tasks. Without employee self-efficacy, the company struggles to achieve optimal results. From previous research, almost all say that self-efficacy influences positive performance in employees. While research conducted by Novianti (2016) indicates that the results of this study indicate that self-efficacy has *no significant* effect on work performance, Self-efficacy has a positive effect and is significant for motivation. Motivation has a positive and significant effect on work performance. Motivation is capable of mediating influence efficacy self to work performance. So can concluded

results study the that self-efficacy does not really affect work performance but is influential on motivation. This shows that the results of Noviati's research (2016) are different from the results of other studies, which show that self-efficacy has a positive effect on work performance.

C.2. The positive influence of teamwork on work performance. Cooperation held by a team order more effective from on work individually. The opinion of Zeb et al. (2021) is that there has been much research that proves that teamwork leads to better efficiency and effectiveness, and these things are very different with work that is held in an individual or group manner. So "teamwork" is the ability to work together to achieve a common vision. ability to direct individual achievement to an objective organization. Teamwork is the fuel that makes it possible for normal people to reach results outside of normal. Besides that, according to the New American Webster's Dictionary, "teamwork" is no different from "collaboration."

Based on research conducted by VAR Barao et al. (2022) found that the importance of teamwork is often associated with career development and the effectiveness of institutions as a whole. Work teams are unfair about collaborating on projects. Real teamwork can help you learn how to communicate effectively, understand the perspectives of others, and manage conflict effectively. Of course, just cooperation is helpful for a team to improve performance. Meanwhile, Meslec et al. (2020) said the more extreme the environment, the more solid teamwork and the higher performance. employee. So based on studies, we can conclude that teamwork, or cooperation, is influential in improving performance in employees.

### C.3. Influence positive and significant organizational culture against on work performance

According to Vikings & Nilsson (2022), "connection culture with culture organization," including organizational culture, is a belief and the values that become the main philosophy upheld by the members of the organization in operating or operationalizing activities. According to Susanto, understanding culture and organization, according to Susanto, is about values, which then make guidelines for the source of power. To make it happen, face external problems as well as make efforts to adapt an integration organization so that every member organization is then required to understand the existing values and how they must behave.

Study done by VAR Barao et al. (2022) activity organization cooperation between employees To increase productivity and efficiency in the organization, all decisions can be taken quickly and easily, thereby increasing the performance of existing paraprofessionals. In the research journal Krajcsack and Kozak (2021), results highlight that the dominant organizational culture determines the effect of remote work on OCB. The results of this research are in the organization with the dominant culture market, OCB most, and a little change Because office center, only with dimension reduction and civil virtue. In organizations with dominant cultures, conscientiousness decreased while the other three dimensions increased. Culture: the dominant hierarchy reacted the least well, excluding dimensions of courtesy, because all dimensions decreased.

Previous studies stated that organization culture *is influentially* positive for performance and employees, and even influentially positive for motivation.

#### C.4. Positive and significant effect of job satisfaction on work performance

According to Setyorini et al. (2013), job satisfaction is influenced by multidimensional and unpredictable things in a single dimension. Well, in a corporate and business job environment, satisfaction also has its own dimensions, which are different. The dimensions that are type of work that was worked on are satisfaction on compensation, satisfaction on supervision, and satisfaction in the aspect of promotion to colleagues. So therefore, job satisfaction is the attitude or feelings of employees towards these aspects that are pleasant or unpleasant about that job, in accordance with their evaluation.

According to VAR Barao et al. (2022) found that satisfaction work, which is good, can enhance performance, minimize turnover and attendance, minimize accidents, minimize work stress, and minimize the number of union workers.

When employees enjoy what they do, they can put more effort into an overall good organization and increase employee performance (Rahayu et al., 2018). satisfaction Work and culture have a positive and significant role, which in a manner simultaneously influences the performance of employees. According to Alwali & Alwali (2022), job satisfaction provides evidence that job satisfaction plays a positive mediation role in the connection between intelligence, emotion, and work performance. Likewise, job satisfaction has a positive effect on the relationship between transformational leadership and work performance.

Based on previous research, job satisfaction has a positive effect and is very significant for work performance.

#### C.5. Influence positive and significant motivation for performance employees

According to Chereau & Meschi (2022), understanding motivation is a process of influencing or pushing somebody or a group from outside so that they can carry out something that has been set.

A study from the journal Halomoan (2020) found that motivation has a very positive and significant influence on the performance of employees. (Noviawati, 2016) that motivation is influential, positive, and significant to employee performance. Motivation is capable of mediating influence efficacy self to employee performance. From the research of Sudibjo & Nasution (2020), it appears that environment, motivation, and culture are influential factors in performance.

So it can be concluded that motivation has a positive effect and is significant for performance employees, but there is also a study that states that motivation has a positive effect on the organization and deepens the culture of the company.

#### C.6. Influence positive and significant discipline on work performance

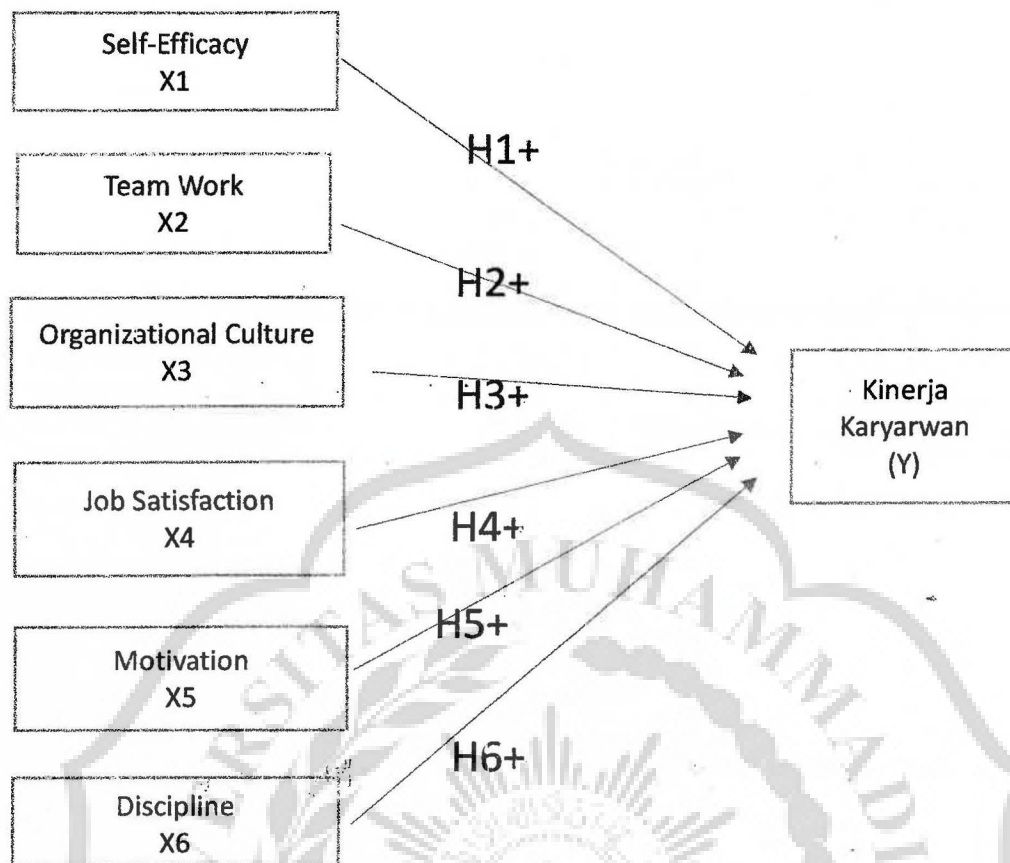
According to Gilstrap et al. (2022), work discipline is a tool managers want to use to communicate with employees so that they are willing to change behavior as well as make an effort to increase their awareness and willingness to comply with all regulations in the company. Hence, work discipline is the

awareness and willingness of a person to obey all the rules that exist and the prevailing social norms. Consciousness is an attitude of somebody who, in a manner of speaking, volunteers to obey all regulations, and what we can be certain of is that they are aware of their respective duties and responsibilities. Willingness is an attitude and behavior in implementing company rules, whether written or not. Understanding discipline is the awareness and willingness of people to comply with all company rules and prevailing social norms. Discipline is an attitude of respect and respect for a rule that applies, both in writing and verbally, as well as being able to run it and not rejecting sanctions if he violates the duties and authority given to her.

Based on Sutrisno's research and Sunarsi's (2019) in (Sutrisno & Sunarsi, 2020), discipline is influential, positive, and significant to work performance. (Jiang et al., 2022) that the results show that individuals who interpret power as responsibility vs. opportunity showed higher perceptions of self-discipline, which in turn led to a greater preference for healthy foods. However, the effect above can be weakened among low-power groups. But Saputra and Mahaputra (2022) say that disciplines are not only influential in work performance but also in safety work, environment work, and health work.

According to the findings of the study, discipline has an impact on work performance, but there is also evidence that discipline has an impact on workplace safety and health.

Based on urine in the study, the framework can be depicted as following:



Picture 2. 1 Framework think

#### D. hypothesis

Based on results from studies in journals earlier, we can take the hypothesis that:

H1: Self-efficacy has a positive effect on work performance

H2: Teamwork has a positive effect on work performance.

H3: Organization culture has a positive effect on work performance.

H4: Job Satisfaction has a positive effect on work performance.

H5: Motivation has a positive effect on work performance.

H6: Discipline has a positive effect on work performance.