
The Role of Self Efficacy Moderating the Influence of Individual Competence and Knowledge Sharing on the Performance of MSMEs in Gianyar Regency

I Gusti Ayu Dewi Adnyani¹

I Gusti Made Suwandana²

^{1,2}Faculty of Economics and Business, Udayana University, Bali, Indonesia

doi: 10.51505/ijebmr.2022.6610

URL: <http://dx.doi.org/10.51505/ijebmr.2022.6610>

Abstract

Individual competence is able to sharpen and broaden the capabilities of employees. The more often someone does the same job, the more skilled and faster someone can accomplish the job. Knowledge sharing also has considerable benefits for MSMEs where employees are ready to carry out their work so that qualified human resource will be formed and allows for improving the performance. Similarly, individuals with strong self-efficacy will have high self-confidence on how they can do a good job and achieve high performance, there for the purpose of this study is to explain the role of self-efficacy in moderating the influence of individual competence and sharing knowledge on performance MSMEs in Gianyar Regency. This research was conducted in Gianyar Regency by taking a sample of 120 employees of the weaving industry MSMEs in Gianyar Regency. The analytical method used is Moderating Regression Analysis (MRA). The results of this study indicate that individual competence has a positive and significant effect on performance, knowledge sharing has a positive and significant effect on performance, self-efficacy is able to moderate the influence of individual competence on performance and self-efficacy is able to moderate knowledge sharing on performance.

Keywords: individual competence, knowledge sharing, self-efficacy, performance

1. Introduction

Cooperatives and SMEs as the main actors in the regional economy of Gianyar Regency, must be able to become the driving force of the people's economy, thus Cooperatives, Small and Medium Enterprises in Gianyar Regency can contribute to regional economic development, create employment opportunities and play a strategic role in economic activities to realize resilience. However, the development of MSMEs must be accompanied by the development of Human Resources (HR) in various aspects to improve performance. Improving the quality of human resources is very much needed, especially in the field of HR competencies such as knowledge, skills and abilities. Human resource development must be carried out not only for MSMEs as business owners but also for their workers (Ardiana et al., 2020).

Along with the development of the company, and the greater the effort made by the company to improve the quality of human resources and the quality of performance, employees still need a learning process and also adjustments to the tasks and jobs that will be given by the company. Because the knowledge and expertise or skills obtained from formal educational institutions are not necessarily aligned and always in accordance with what is happening in the real world in the

future. Competence can be achieved by providing training that is in accordance with the needs of the job and organizational goals (Yuniasih & Herdiana, 2017).

Employees will be able to learn well and carry out their functions in the company. In addition, it is also hoped that the development of attitudes, attitudes, knowledge and also the ability of human resources in the company can help achieve the company's goals. Knowledge sharing for employees is a process or step to provide space for members of a group within the company to share their knowledge and information with other members. With the implementation of knowledge sharing properly, it will be able to help the company to achieve its goals (Partogi & Tjahjawati, 2019). In addition, the application of knowledge sharing for employees is also beneficial for strengthening the relationship between employees, namely employees who are more senior and have more work experience and are also longer in the company, with new employees who may have just been accepted into the company and still have little experience and experience. also knowledge about the realities that occur in the company.

This increasing number of MSMEs in Indonesia shows that there will be more competition that will be obtained by these business people. For now, self-efficacy is very suitable for weaving craftsmen in Gianyar Regency, because as defined by self-efficacy as a person's belief to be able to do difficult tasks or overcome difficulties with his abilities. According to Noviandari & Kawakib (2016) which states that individuals are confident in their abilities to do the task well even though the task has many obstacles, and conversely that individuals who are not confident in their abilities will not complete the job.

During a pandemic like today, not a few MSMEs have experienced a decline in turnover and sales. This was also experienced almost evenly across all MSME actors when the pandemic hit. Weaving craftsmen in Gianyar district are currently thinking about how to develop their business during the Covid-19 Pandemic which has a huge impact on MSMEs so that all parties, both the government and the craftsmen themselves, pay great attention to helping restore it. The craftsmen make weaving either traditionally, by the skilled hands of the workers or assisted by machines.

Edison (2016) states that performance is the result of a process that refers and is measured over a certain period of time based on pre-determined provisions or agreements. Setyowati and Haryani (2016) also suggest that the term performance is derived from the word job performance or actual performance, namely the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

According to Spencer & Spencer in Soetrisno (2009) suggests that competence is an underlying characteristic of an individual associated with the results obtained in a job. George Klemp in Edison, et al (2016) says that competence is the underlying characteristic of a person who produces effective work and superior performance.

Knowledge sharing can be broadly defined as interpersonal communication that involves communicating and receiving knowledge from others (Han & Chen, 2018). Knowledge is widely accepted as a central resource that enables companies to innovate and maintain competitive advantage (Chen & Hou, 2016). Knowledge sharing can also be interpreted as a systematic process of absorbing knowledge from research and experience to facilitate the knowledge sharing process

Albert Bandura is the figure who introduced the term self-efficacy. Self-efficacy according to Albert Bandura (2012), “self-efficacy refers to beliefs in one's capabilities to organize and execute the courses of action required to manage prospective situations”. Self-efficacy refers to belief in one's ability to organize and carry out the courses of action needed to manage future situations.

This study develops previous research studies related to performance conducted by Research (Hsiao et al., 2015; Kumar & Uz Kurt, 2010; Momeni, 2014; Parthasarathy & Premalatha, 2017) which states that there is a positive relationship between self-efficacy and performance. In their opinion, a worker who has high self-efficacy has high performance as well. The second research conducted by Wang et al. (2016) which states that there is a direct influence of knowledge sharing and individual competence on employee performance mediated by the innovation capability variable. Research by Choi et al., 2016; Le & Lei, 2017; Ritala et al. 2018 states that knowledge sharing has a positive influence on the speed, quality of an innovation, and company performance. Knowledge sharing is recognized as the most important thing for every company to encourage the ability of each individual employee to innovate and achieve organizational goals, company continuity and sustainable competitive advantage. Based on this research, the researcher developed a model by combining individual competence variables and knowledge sharing on performance and self-efficacy as moderating variables.

Based on the concept of a framework that explains the relationship between each variable, a conceptual framework is prepared as shown in the following figure

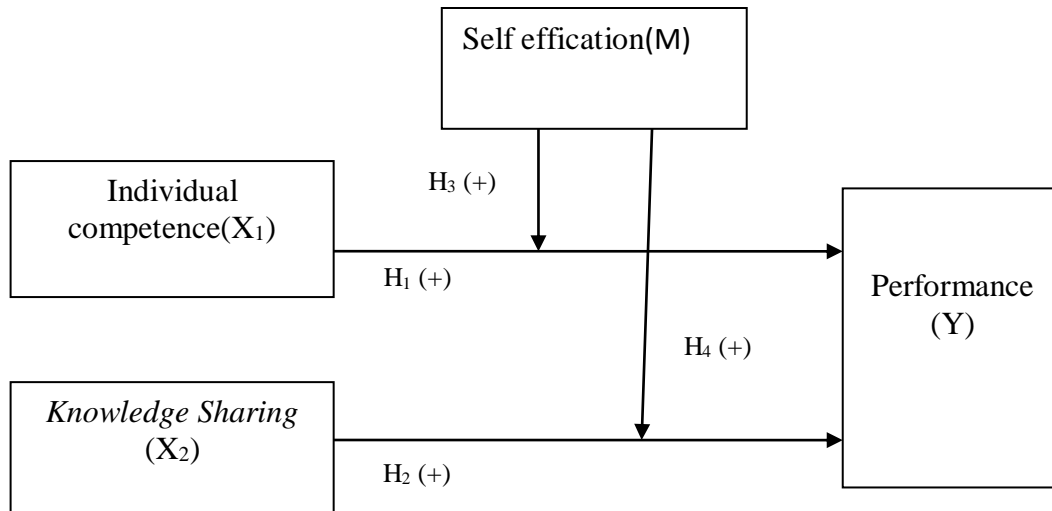


Figure Conceptual Framework

Based on the existing conceptual framework, the research hypotheses that can be drawn up are as follows.

- H1: Individual Competence has a positive effect on performance
- H2: Knowledge Sharing has a positive effect on performance
- H3: Self-efficacy is able to moderate individual competence on performance
- H4: Self-efficacy is able to moderate knowledge sharing on performance

The results of this study are relevant to previous research conducted by Gatot (2014) conducting research on "The Influence of Competence, Work Discipline, Education and Training, Career Patterns on the Performance of Land Office Employees in Gunungkidul Regency". The results showed that there was an influence of competence on the performance of the employees of the Land Office of Gunungkidul Regency. The results of this study are in accordance with research by Rahayu (2017), Khomariyah (2016), Indrawati (2017), and Prabowo (2016).

H1: Individual Competence has a positive effect on performance

This is evidenced by the statement of Azadehdel (2013), namely the better the application of knowledge sharing will increase process innovation and product quality through the use of new technology, the company's performance will increase. can be spread evenly to all sections and levels within the company. In line with the research of Segaff, M. & Wasitowati. (2015), Wening, N. & Harsono, M. (2016), and Aulia, A. (2016)

H2: Knowledge Sharing has a positive effect on performance

The Role of Self-Efficacy in Moderating the Effect of Individual Competence on Performance. Sumarsono (2013), self-efficacy is defined as an individual's belief in his ability to complete work. Self-efficacy plays an important role in influencing entrepreneurial intentions and behavior. Someone who has high self-efficacy will have higher confidence in running his business. Amalia's research (2020) presents self-efficacy as a moderating variable to strengthen the influence of entrepreneurial attitudes on entrepreneurial behavior. Someone who has a high entrepreneurial attitude but does not have confidence in himself, then the individual will not dare to take a stand in entrepreneurship. Vice versa if someone has a low entrepreneurial attitude, if he has confidence in the success of his business, then with an attitude that is balanced with that belief he will be successful in running his business.

H3: Self-efficacy is able to moderate individual competence on performance

The Role of Self-Efficacy in Moderating the Effect of Knowledge Sharing on Performance. Self-efficacy has a positive effect on speed, quality of knowledge sharing, and company performance. Knowledge sharing is widely recognized as a key resource for companies to drive innovation capabilities and achieve organizational effectiveness, viability and sustainable competitive advantage (Choi et al., 2016; Le & Lei, 2017; Ritala et al., 2018). Thundiyil et al. (2016) conducted a study that aimed to examine a model linking the positive and negative influences of Chinese employees and self-efficacy with creative performance rated by supervisors in Chinese businesses. This result is also shown by the research conducted by Hidayat (2016).

H4: Self-efficacy is able to moderate knowledge sharing on performance

2. Methods

The population of this research is SMEs in the weaving craft industry in Gianyar Regency. The sampling technique used in this study is non-probability sampling with purposive sampling method, namely the sample is determined by certain considerations or criteria.

The criteria for the sample in this study are as follows:

1. The education is at least high school or equivalent,
2. The job duration is at least for 5 years

3. domiciled in Gianyar Regency,

After selecting the population based on the sample criteria stated above, the sample conducted in this research was 120 people.

The analytical tools in this research are validity test and reliability test. Then the data analysis technique is Regression Moderating Analysis (RMA).

3. Results

The validity test is done by correlating the item score with the total score and if the correlation of each factor is positive (r) 0.3, then the research instrument can be said to be valid. A valid instrument is an instrument that can be used to measure what should be measured. The results of the validity of this study are shown in table 1 below.

Table1 Result of the validity test

No	Variables	Statement	Correlation	Sig	Note
1	Individual competency (X ₁)	X _{1.1.1}	0,867	0,000	Valid
		X _{1.1.2}	0,849	0,000	Valid
		X _{1.2.1}	0,930	0,000	Valid
		X _{1.2.2}	0,913	0,000	Valid
		X _{1.3.1}	0,884	0,000	Valid
		X _{1.3.2}	0,912	0,000	Valid
		X _{1.4.1}	0,925	0,000	Valid
		X _{1.4.2}	0,909	0,000	Valid
2	<i>Knowledge Sharing</i> (X ₂)	X _{2.1.1}	0,959	0,000	Valid
		X _{2.1.2}	0,949	0,000	Valid
		X _{2.2.1}	0,895	0,000	Valid
		X _{2.2.2}	0,942	0,000	Valid
3	Performance(Y)	Y ₁	0,854	0,000	Valid
		Y ₂	0,686	0,000	Valid
		Y ₃	0,708	0,000	Valid
		Y ₄	0,785	0,000	Valid
		Y ₅	0,726	0,000	Valid
4	Self efficacy (M)	M ₁	,856	0,000	Valid
		M ₂	0,793	0,000	Valid
		M ₃	0,652	0,000	Valid
		M ₄	0,689	0,000	Valid
		M ₅	0,561	0,000	Valid
		M ₆	0,584	0,000	Valid

Source: data processed (2021)

Based on Table 1, it can be seen that the entire correlation coefficient of the research variable indicators tested is greater than 0.30 ($r > 0.3$) and $Sig < 0.05$. These results indicate that all research indicators are declared valid.

In this test, the value of a reliability is shown through the Cronbach's Alpha score where if the score is above 0.60 then the instrument can be said to be reliable (Sugiyono, 2017: 216). The results of the reliability test research can be seen in table 2 below

Table 2 Result of reliability test

No	Variables	Cronbach's Alpha	Note
1	Individual competency (X_1)	0,641	Reliabel
2	<i>Knowledge Sharing</i> (X_2)	0,642	Reliabel
3	Self efficacy (M)	0,910	Reliabel
4	Performance (Y)	0,804	Reliabel

Source: data processed (2021)

Based on Table 2, it can be obtained that each Cronbach's Alpha value on each research instrument is greater than 0.6 (Cronbach's Alpha > 0.6). These results indicate that all instruments are declared reliable, so they can be used to conduct research.

In this study, the interaction test technique (**Moderated Regression Analysis**) was used which is a special application of linear multiple regression, this study also tested self-efficacy to moderate the influence of individual competence and knowledge sharing on the performance of MSMEs in Gianyar Regency. In this study, the effect of individual competence and knowledge sharing on performance through the SPSS 21.0 for windows program is calculated in Table 3. Moderated Regression Analysis Results

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 M + \beta_4 X_1 M + \beta_5 X_2 M + \epsilon \dots \dots \dots (1)$$

$$Y = 4,263 + 0,236 + 0,085 + 0,020 + 0,065 + 0,078 + \epsilon \dots \dots \dots (1)$$

In this study, the interaction test technique (Moderated Regression Analysis) is used which is a special application of linear multiple regression, this study also examines the role of self-efficacy in moderating the influence of individual competence and knowledge sharing on the performance of MSME actors in Gianyar Regency. In this study, the effect of individual competence and knowledge sharing on performance through the SPSS 21.0 for windows program is calculated in table 4.5.

Table 4 Result of Moderated Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	4,263	0,61		69.781	0,000
X ₁	0,236	0,034	0,531	7,008	0,000
X ₂	0,085	0,034	0,192	2,480	0,015
M	0,020	0,036	0,044	0,552	0,732
X ₁ M	0,065	0,047	-0,105	-1,368	0,805
X ₂ M	0,078	0,046	0,139	1,708	0,716

Source: data processed (2021)

Based on the results of the Moderated Regression Analysis in Table 4, it can be formulated that the structural equations formed are as follows.

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 M + \beta_4 X_1 M + \beta_5 X_2 M + \epsilon \dots \dots \dots (1)$$

$$Y = 4,263 + 0,236 X_1 + 0,085 X_2 + 0,020 M + 0,065 X_1 M + 0,078 X_2 M + \epsilon \dots \dots \dots (1)$$

SE =	0,610	0,034	0,034	0,036	0,047	0,046
T =	69,781	7,008	2,480	0,552	-1,368	1,708
Sig =	0,000	0,000	0,015	0,732	0,805	0,716
R ² =	0,463 F = 19,664 Sig=0,000					

Source : data processed (2021)

Based on Table 4.6, it can be seen that the value of r square ((r²)= 0.463. The analysis uses the following formula:

$$D = r^2 \times 100\%$$

$$D = 0.463 \times 100\%$$

$$D = 46.3\%$$

Based on these results, it is known that the value of R² = 46.3%, which means that 46.3% of the performance of SMEs in the weaving industry in Gianyar Regency is influenced by the variables of individual competence and knowledge sharing, and self-efficacy, and the remaining 53.7 percent is influenced by other variables not examined in this study.

4. Discussion

The Influence of Individual Competence on Performance

Based on the results of the individual competency analysis, the Beta value is 0.236 and the Sig value. of 0.000, it can be said that H1 is accepted because the value of Sig. 0.000 < 0.05. The conclusion is that individual competence has a positive and significant effect on performance. In

other words, as individual competence increases, the performance of SMEs in the weaving industry in Gianyar Regency will increase. So the first hypothesis is accepted. If the Individual Competence is higher, the employee's performance will increase. The explanation of the results of this study is that employees who have high Individual Competence tend to believe that the work results depend on themselves will show better performance. Employees who have Individual Competence are more motivated to complete their jobs, resulting in satisfaction and will further improve their performance. For example, if employees want to get greater incentives or promotions, there must be a great desire in them to achieve them, by working as well as possible in accordance with the existing code of ethics.

The results of this study are relevant to previous research conducted by Gatot (2014). The results of this study are in accordance with the research of Alamsyah et al. (2017), Edison (2016), Firmansyah (2020), and Prabowo (2016).

The Effect of Knowledge Sharing on Performance

Based on the results of the analysis of knowledge sharing has a Beta value of 0.85 and a Sig value. of 0.000, it can be said that H2 is accepted because the value of Sig. $0.000 < 0.05$. The conclusion is that knowledge sharing has a positive and significant effect on performance. In other words, the more knowledge sharing increases, the performance of the SMEs in the weaving industry in Gianyar Regency will increase. So that the second hypothesis is accepted. If Knowledge sharing increases, the performance of the SMEs in the weaving industry in Gianyar Regency will increase. So that the second hypothesis is accepted. Knowledge sharing is one of the factors that can affect employee performance.

This is evidenced by the statement of Azadehdel & Jamshidinejad (2015), which states that the better the application of knowledge sharing will increase process innovation and product quality through the use of new technology, the company's performance will increase. Tobing (2011) states that through knowledge sharing there will be maximum exploitation of a knowledge. In addition to exploiting knowledge optimally, knowledge sharing can also open up opportunities to explore knowledge to obtain or create new knowledge. This research is also in line with the research of Assegaf & Wasitowati (2015), Wening et al. (2016), and Astuti (2016)

The Influence of Individual Competence on Performance With Self-Efficacy as a Moderating Variable

Based on the results of the interaction analysis, individual competencies have a Beta value of 0.065 and a Sig value. of 0.174, it can be said that H3 is accepted because the value of Sig. $0.174 < 0.05$ The conclusion is that self-efficacy moderates the effect of individual competence on the performance of SMEs in the weaving industry in Gianyar Regency. Where the resulting moderating effect is to strengthen the relationship, in other words, if there is a self-efficacy variable, the influence of individual competence on the performance of SMEs in the weaving industry in Gianyar Regency will be further strengthened, so that the third hypothesis is accepted. In other words, if there is self-efficacy, the positive influence of individual competence on the performance of SMEs in the weaving industry in Gianyar Regency will be further strengthened. Where self-efficacy is a quasi moderator variable due to the values of the

coefficients b2 and b3 in the moderated regression analysis equation, namely the coefficient b2 is significant and the coefficient b3 is significant so that the third hypothesis is accepted. The role of self-efficacy in a company is not only directly related to performance. This is in line with research conducted by Iroegbu, M, N. (2015), and Amalia (2020)

The Effect of Knowledge Sharing on Performance With Self-Efficacy as a Moderating Variable

Based on the results of the interaction analysis, Knowledge sharing has a Beta value of 0.078 and a Sig value. of 0.090, it can be said that H4 is accepted because the value of Sig. $0.090 < 0.05$. The conclusion is that self-efficacy moderates the effect of knowledge sharing on the performance of SMEs in the weaving industry in Gianyar Regency. Where the resulting moderating effect is to strengthen the relationship, in other words, if there is a self-efficacy variable, then the effect of Knowledge sharing on the performance of SMEs in the weaving industry in Gianyar Regency will be further strengthened, so that the fourth hypothesis is accepted. Self-efficacy has acted as an important driver for knowledge sharing, so there is a positive correlation between self-efficacy and knowledge sharing. Self-efficacy has a positive effect on speed, quality of knowledge sharing, and company performance. Knowledge sharing is widely recognized as a key resource for companies to drive innovation capabilities and achieve organizational effectiveness, viability and sustainable competitive advantage (Choi et al., 2016; Le & Lei, 2017; Ritala et al., 2018). Thundiyl et al., al. (2016) and this result is also shown by the research conducted by Hidayat (2016).

Based on the results of the research, discussion and interpretation that have been described in the previous chapter with reference to several theories and the results of previous studies, some conclusions can be drawn as follows

Individual Competence has a positive and significant impact on the performance of MSMEs in Gianyar Regency, meaning that the higher individual competencies in MSMEs, the performance of employees will also increase. Knowledge sharing has a positive and significant impact on the performance of MSMEs in Gianyar Regency, meaning that the better knowledge sharing, the performance of MSMEs will also increase. more increasing. Self-efficacy moderates the effect of individual competence on the performance of MSMEs in Gianyar Regency, meaning that the resulting moderating effect is to strengthen the relationship, in other words, if there is self-efficacy, the positive influence of individual competence on the performance of MSMEs in Gianyar Regency will be further strengthened. Self-efficacy moderates the effect of knowledge sharing on the performance of MSMEs in Gianyar Regency, meaning that the resulting moderating effect is to strengthen the relationship, in other words, if there is self-efficacy, the positive influence of knowledge sharing on the performance of MSMEs in Gianyar Regency will be strengthened.

Based on the results of this study, several things can be suggested as follows. Empirical evidence that individual competence is able to improve the performance of MSMEs, then MSME actors should always pay more attention to individual competencies including work experience, educational background, expertise and skills because high individual competencies will improve performance. Empirical evidence that knowledge sharing can improve performance, MSME

actors must always pay attention to knowledge sharing with knowledge donating and knowledge collecting which can improve performance.

Various limitations were also found in this study due to the following. This study only used the respondents of SMEs in the weaving industry so that the results of the study could not be generalized as a whole. The moderating variable studied was the self-efficacy variable which in this study had a significant effect on performance, so that in the future it is necessary to think about choosing other moderating variables.

References

- Ahmad, S. Al, Easa, N. F., & Mostapha, N. (2020). Knowledge Sharing and Innovation : Evidence from Lebanese Banks. *BAU Journal - Creative Sustainable Development*, 1(2), 1–25.
- Alamsyah, M. R., Rahayu, S., & Muslih, M. (2017). Kompetensi Sumber Daya Manusia, Penerapan Sistem Akuntansi Keuangan Daerah (Sakd), Pemanfaatan Teknologi Informasi, Dan Sistem Pengendalian Internal Terhadap Kualitas Laporan Keuangan Daerah (Studi Empiris Pada Satuan Kineja Perangkat Daerah (SKPD) Kota D. *Majalah Ilmiah UNIKOM*, 1(1), 1. <https://doi.org/https://doi.org/10.34010/miu.v15i2.559>
- Amalia, M. (2020). *Self Efficacy dalam Memoderasi Pengaruh Norma Subjektif dan Sikap Kewirausahaan terhadap Perilaku Berwirausaha Mahasiswa Wirausaha Universitas Negeri Semarang*. Semarang : UNNES.
- Ardiana, I. D. K. R., Brahmayanti, I. A., & Subaedi, S. (2020). Kompetensi SDM UKM dan Pengaruhnya Terhadap Kinerja UKM di Surabaya. *Jurnal Manajemen Dan Kewirausahaan*, 12(1), 42–55.
- Assegaf, M., & Wasitowati, D. (2015). Knowledge Sharing sebagai Sumber Inovasi dan Keunggulan Bersaing pada Usaha Mikro Kecil dan Menengah (UMKM) Sektor Batik. *2nd Conference in Business, Accounting, and Management 2015*, 1(1), 1.
- Astuti, A. (2016). Pengaruh Budaya Organisasi Terhadap Kinerja Karyawan Melalui Knowledge Sharing Sebagai Variabel Intervening (Studi Pada PT. Pelabuhan Indonesia III Cabang Tanjung Perak Surabaya). *Jurnal Ilmu Manajemen (JIM)*, 4(3), 1.
- Azadehdel, M. R., & Jamshidinejad, M. A. (2015). The Relationship between Knowledge Sharing, Innovation, and Performance. *Interdisciplinary Journal Of Contemporary Research In Business*, 1(1), 1.
- Bandura, A. (2012). On the Functional Properties of Perceived Self-Efficacy Revisited. *Journal of Management*, 38(1), 9–44. <https://doi.org/https://doi.org/10.1177/0149206311410606>
- Edison, E. (2016). *Manajemen Sumber Daya Manusia*. Bandung: Alfabeta.
- Firmansyah, A. D. (2020). Pengaruh Kompetensi Terhadap Kinerja Pegawai Pada Badan Kepegawaian dan Pengembangan Sumber Daya Manusia Kota Tasikmalaya. *Jurnal Ilmu Administrasi Negara (JUAN)*, 8(1), 51–59. <https://doi.org/10.31629/juan.v8i1.2163>

- Gatot. (2014). *Pengaruh Kompetensi, Disiplin Kerja, Pendidikan dan Pelatihan, Pola Karir terhadap Kinerja Pegawai Kantor Pertanahan Kabupaten Gunung kidul*. Yogyakarta: UPN Veteran.
- Han, Y., & Chen, G. (2018). The Relationship between Knowledge Sharing Capability and Innovation Performance within Industrial Clusters: Evidence from China. *Journal of Chinese Economic and Foreign Trade Studies*, 11(1), 32–48.
- Hasanah, U., Dewi, N., & Rosyida, I. (2019). Self-Efficacy Siswa SMP Pada Pembelajaran Model Learning Cycle 7E (Elicit , Engange , Explore , Explain , Elaborate , Evaluate , and Extend). *Prisma Prosiding Seminar Nasional Matematika*, 2(1), 551–555.
- Hasibuan, M. S. . (2010). *Manajemen Sumber Daya Manusia*. Jakarta: PT Bumi. Aksara.
- Hsiao, H., Tu, Y.-L., Chang, J.-C., & Chen, S.-C. (2015). The Influence of Teachers' Self-efficacy on Innovative Work Behavior. *International Conference on Social Science and Humanity*, 1(1), 2–7.
- Hwang, Y., Lin, H., & Shin, D. (2018). Knowledge system commitment and knowledge sharing intention: The role of personal information management motivation. *International Journal of Information Management*, 39(1), 220 – 227.
- Iroegbu, M. N. (2015). Self efficacy and work Performance: A theoretical framework of Albert Bandura's model, review of findings, implications and directions for future research. *Psychology and Behavioral Sciences*, 4(4), 170-173.
- Kumar, R., & Uz Kurt, C. (2010). Investigating the effects of self efficacy on innovativeness and the moderating impact of cultural dimensions. *Journal of International Business and Cultural Studies*, 1(1), 1–15.
- Li, C. (2013). Does Self-Efficacy Contribute to Knowledge Sharing and Innovation Effectiveness ? A Multi-Level Perspective. *PACIS 2013 Proceedings*, 3(1), 1.
- Maharani Putri, N. M., & Jember, I. M. (2016). Pengaruh Modal Sendiri dan Lokasi Usaha Terhadap Pendapatan Usaha Mikro Kecil Menengah (UMKM) di Kabupaten Tabanan (Modal Pinjaman sebagai Variabel Intervening). *Jurnal Ekonomi Kuantitatif Terapan*, 9(2), 142–150.
- Mangkunegara, A. P. (2001). *Manajemen Sumber Daya Manusia*. Remaja Rosdakarya: Bandung.
- Mathis, R. L., & Jackson, J. H. (2009). *Manajemen Sumber Daya Manusia*. Salemba Empat: Jakarta.
- Moehariono. (2012). *Perencanaan, Aplikasi, dan Pengembangan Indikator Kinerja Utama (IKU) Bisnis dan Publik*. Jakarta: RajaGrafindo Persada.
- Momeni, M. (2014). The Effect of Employees' Self-Efficacy on Innovative Work Behavior at Social Security Organization Employees in Ardabil Province. *Kuwait Chapter of Arabian*
- Noviandari, H., & Kawakib, J. (2016). Teknik Cognitive Restructuring untuk Meningkatkan Self Efficacy Belajar Siswa. *Jurnal Ilmu Manajemen (JIM)*, 3(2), 76–86.

- Parthasarathy, J., & Premalatha, T. (2017). Impact of Collective-Efficacy and SelfEfficacy on the Innovative Work Behaviour of Teachers in the Nilgiris District, Tamil Nadu. *The International Journal of Indian Psychology*, 5(2), 2. <https://doi.org/https://doi.org/10.25215/0501.019>
- Partogi, S. A., & Tjahjawati, S. S. (2019). Pengaruh Knowledge Sharing Terhadap Kinerja Karyawan Perusahaan Milik Pemerintah. *Jurnal Riset Bisnis Dan Investasi*, 5(3), 46–57.
- Prabowo, A. (2016). Kesejahteraan Psikologis Remaja Di Sekolah Adhyatman. *JUPI*, III(2), 2016.
- Prawirosentono, S. (2009). *Manajemen Produktivitas*. Jakarta: PT. Bumi. Angkasa.
- Putra, I. M. Y. A. W., & Wardana, G. (2019). Pengaruh Pengalaman Kerja, Tingkat Pendidikan, dan Teknologi terhadap Produktivitas Tenaga Kerja Pengrajin Ukiran Kayu. *E-Jurnal Manajemen*, 8(1), 669–697. <http://www.tjyybjb.ac.cn/CN/article/downloadArticleFile.do?attachType=PDF&id=9987>
- Ritala, P., Husted, K., Olander, H., & Michailova, S. (2018). External knowledge sharing and radical innovation: the downsides of uncontrolled openness. *Journal of Knowledge Management*, 22(5), 1104–1123.
- Setyowati, I., & Haryani, S. (2016). Pengaruh Kepemimpinan, Motivasi, Dan Kompensasi Terhadap Kinerja Karyawan Pada Restoran Taman Pringsewu Yogyakarta. *Jurnal Ilmiah Manajemen Bisnis Dan Terapan*, 8(2), 57–72. <https://ejournal.unsri.ac.id/index.php/jembatan/article/view/4021>
- Simanjuntak, P. J. (2005). *Manajemen dan Evaluasi Kinerja*. Jakarta: Lembaga Penerbit Fakultas Ekonomi UI.
- Sudarmanto. (2009). *Kinerja dan Pengembangan Kompetensi SDM Teori, Dimensi dan Implementasi dalam Organisasi*. Yogyakarta: Pustaka Pelajar.
- Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Bandung: Alfabeta.
- Sutrisno, E. (2016). *Manajemen Sumber Daya Manusia*. Jakarta: Media Group.
- Thundiyil, T. G., Chiaburu, D. S., Li, N., & Wagner, D. T. (2016). Joint effects of creative self-efficacy, positive and negative affect on creative performance. *Chinese Management Studies*, 10(4), 726–745. <https://doi.org/10.1108/CMS-06-2016-0126>
- Tobing, P. L. (2011). *Manajemen Knowledge Sharing Berbasis Komunitas*. Bandung : Graha Ilmu.
- Wang, Z., Sharma, P. ., & Cao, J. (2016). From Knowledge Sharing to Firm Performance: A Predictive Model Comparison. *Journal of Business Research*, 69(1), 4650–4658.
- Wening, N., Haryono, T., & Mugi, H. (2016). Relationship Between Knowledge Sharing To Individual Performance : the Role of Organizational Culture and Relationship Quality As Moderator in Family Business. *International Journal of Research in Business Management*, 4(1), 67–78.
- Widowati, R., & Raushanfikri, A. (2020). Pengembangan Skala Efikasi Diri untuk Kesehatan

- Kerja (SEDKK): Studi Pendahuluan. *Psikologika : Jurnal Pemikiran Dan Penelitian Psikologi*, 25(2), 185–214. <https://doi.org/10.20885/psikologika.vol25.iss2.art3>
- Windarto. (2021). *Menghidupkan UMKM Sebagai “Engine” Pertumbuhan Ekonomi*. Berita Satu. <https://www.beritasatu.com/ekonomi/721725/menghidupkan-umkm-sebagai-engine-pertumbuhan-ekonomi>
- Yuniasih, Y., & Herdiana, H. (2017). Pengaruh Kompetensi Individu, Komitmen Organisasi Dan Iklim Organisasi Pada Kinerja Dosen. *Jurnal Ekonomi Manajemen*, 3(Mei), 28–34. <http://jurnal.unsil.ac.id/index.php/jem/article/view/323/233>