



The Effect of Self-Ability and Self Confidence on Employee Performance: A Literature Review

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Abstract: The aim of this paper is to provide a structured literature review on the constructs of Self-Ability, Self-Confidence, employee performance, and empirical evidence on the relationship between Self-Ability, Self-Confidence, employee performance, in Indonesia context. 30 (thirty) papers published during 2018-2022 that investigates Self-Ability, Self-Confidence, employee performance, and the relationship between Self-Ability, Self-Confidence, employee performance, were reviewed. The results of the review show that Self-Ability and Self-Confidence From these results, it can be said that each variable instrument, namely Self-Ability and Self-Confidence, affects Employee Performance, but it is undeniable that these variables must run simultaneously and be accompanied by other variables that have not been researched in order to obtain optimal work performance towards better organizational performance.

Keywords: Self-Ability, Self-Confidence, Employee Performance, Literature Review

INTRODUCTION

Human resources are the main component of a company, because they have the resource, talents, energy, desires, knowledge, feelings, and creativity that support the company's achievements. One of the important roles to determine the success of a company is that human resources with good quality will be able to compete with other companies, because without good human resources, the company will not achieve its goals. In achieving organizational goals, companies must be able to create situations and conditions, such as encouraging and allowing employees to develop work abilities and build a sense of self-confidence so that employees can work optimally. Good employee performance can have a positive impact on the company as a whole. One of them is the increased settlement of responsibilities that the company gives to employees. If done seriously by employees, the output produced will be

satisfactory, but on the contrary, if done with an atmosphere that is not conducive, it will produce outputs that are far from satisfactory.

LITERATURE REVIEW

Self Ability

Ability is the capacity of an individual to perform various tasks in a job (Robbins dan Judge, 2009:57). Ability is one of the elements in maturity related to knowledge or skills that can be obtained from education, training or an experience (Thoha, 2010). Abilities are traits carried from birth or learned that allow a person to complete his task. Ability to demonstrate the potential of people to carry out tasks or jobs (Gibson, 2009).

Self Confidence

(Lauster, 2012:12-14), Self-confidence is an attitude or feeling of confidence in one's own abilities so that the person concerned is not too anxious in his actions, feels free to do things as he sees fit and feels responsible for his actions, is warm and polite in interacting with others, has an encouragement of achievement and can get to know his strengths and weaknesses. Self-confidence is the belief to do something to the subject's self as a personal characteristic in which there is a belief in self-ability, optimistic, objective, responsible, rational, and realistic (Nur Ghufroon dan Rini Risnawita, 2014:45).

Employee Performance

Performance is the result of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities he gives (Mangkunegara, 2013:67). (Rivai, 2008:14) Performance is the result or level of success of a person as a whole over a certain period in carrying out a task compared to various possibilities, such as standards of work results, goals or criteria that have been determined in advance and have been mutually agreed upon.

Empirical Evidence about the Relationship between Self-Ability, Self-Confidence, and Employee Performance

1. The Effect of Work Ability and Self-Confidence on Employee Performance at PT. Dandelion Sahabat Sejati Surabaya. The population in this study were employees of PT. Dandelion Sahabat Sejati Surabaya which has 55 employees. Sampling uses the census sample technique, which is a sample determination technique that makes all members of the population a sample. So that in this study the sample was 55 people. The data analysis methods used in this study are validity tests, reliability tests, multiple linear regression analysis and hypothesis testing, in analyzing data using statistical methods, namely the SPSS version 26 test tool. Before hypothesis testing, the data will be tested with F test and t test analysis techniques. Thus, it can be concluded that the variables of work ability (X1) and self-confidence (X2) have a simultaneous influence on employee performance (Y) and have a contribution of 73% to PT. Dandelion Sahabat Sejati Surabaya.
2. The Effect of Work Ability and Self-Confidence on Employee Performance at the Sulawesi Social Forestry and Environmental Partnership Center. The data in this study was obtained through the distribution of questionnaires to 42 employees of the Sulawesi Social Forestry and Environmental Partnership Center. Data analysis in this study used multiple linear regression analysis using the help of SPSS 16.0 For windows. The results of the study through hypothesis test showed that emotional intelligence and self-confidence partially affect employee performance at the Sulawesi Social Forestry and Environmental Partnership Center. The results of adjusted R square found that Work Ability and self-confidence affected employee performance at the Sulawesi Social Forestry and

- Environmental Partnership Center explained by 0.568 or 56.8%. Meanwhile, the remaining 43.2% was influenced by other variables that were not studied in this study.
3. The Effect of Self-Confidence, Locus Of Control and Motivation on Employee Performance on Public Service Employees in Padang. The sampling technique, which uses purposive sampling, means that the sample is taken based on certain criteria and considerations, namely employees of the public service department and worked at least one year and obtained 86 respondents in the study. . The results of adjusted R square found that Self-Confidence, Locus Of Control and Motivation towards Employee Performance did not have a significant effect on the performance of Public Service Employees in Padang.
 4. The Effect of Self-Confidence and Morale on Employee Performance with Motivation. The population in this study was all employees (education staff) at the Health Polytechnic of the Ministry of Health Kupang which amounted to 124 people. The sample was determined as many as 89 people based on Isaac and Michale's table with an error rate of 5% (Sugiyono, 2010). Sampling using a simple random sampling technique, where each population member has an equal chance of being selected as a member of the sample. Based on the previous descriptions, it can be concluded that self-confidence and morale directly affect work motivation and performance. This means that the better the confidence and morale of employees, the higher their work motivation and performance.
 5. Gain Confidence in the Performance of Financial Advisor Employees at AIG Lippo Insurance Company Surabaya. The sample used in this study was 35 respondents. The results of the study obtained that Self-Confidence which contains active indicators in choosing the best opportunities, able to manage situations, can set creative goals in solving problems and is able to overcome stress has a significant effect on employee performance.
 6. The Effect of Emotional Intelligence, Work Discipline and Self-Confidence on Employee Performance at UD Toko Kartika. The population in this study was all employees of UD Toko Kartika which amounted to 35 employees. This study is a population study, because the employees of UD Toko Kartika are 35 people, all of whom are respondents. Based on the test results regarding the effect of self-confidence on employee performance, it shows that self-confidence has a positive and significant effect on employee performance. The results of this study show that the increase in self-confidence has an impact on the increasing performance of employees at UD Toko Kartika.
 7. The Effect of Self-Competence and Self-Confidence on Career Planning. Data were collected with questionnaires and analyzed using multiple regression analysis to determine how much the independent variable's relationship and predictability to the dependent variable is. The population in this study was 100 students of the Department of Agriculture, Mulawarman University. The samples in this study were obtained using simple random sampling. The data analysis technique in this study uses multiple regression analysis. The results showed that self-competence towards career planning had a significant effect with beta gain = 0.682, $t_{count} > t_{table} = 9.855 > 1.983$, and $p = 0.000 < t_{table} = 2.739 > 1.983$, and $p = 0.007 < F_{table} = 65510 > 3.150$, $R^2 = 0.567$, and $p = 0.000 < 0.0050$.
 8. The Influence of Self-Confidence and Daring to Take Risks on Business Intentions on the People of Sekip Village, Medan Penisah District. The data collection method in this study was carried out by spreading questionnaires. The sampling technique used in this study used convenience sampling / accidental sampling with a community sample of 100 people. Based on the results of the research, it was obtained that there was a positive influence of self-confidence and daring to take risks on entrepreneurial intentions in the SEKIP Village Community, Medan Petisah District.
 9. Student Learning Independence and Analysis of Factors That Affect It: Parental Communication and Self-Confidence. This study uses ex-post-facto quantitative. The

research was conducted on students of the Elementary School Teacher Education (PGSD) study program, FKIP Mataram University. The sample was 66 students from 2 different classes and was determined by purposive sampling. Data collection using closed questionnaires. Analysis of the learning independence profile using descriptive statistics, namely percentages. The influence of parental communication and self-confidence was analyzed using correlation and regression. The results showed that student learning independence can be grouped into 5 categories, namely excellent (68.18%), better (27.27%), good (1.51%), more than sufficient (1.51%), and less (1.51%). 9. The results of correlation analysis from linear regression showed that the influence of self-confidence was higher ($R = 0.553$) compared to the influence of parental communication on student learning outcomes ($R = 0.451$). This means that self-confidence has an influence of 55.30%, and parental communication by 45.10% on the formation of student learning independence.

10. Analysis of the Effect of Self-Confidence on the Professional Development of UI Librarians. The subjects of this study were 27 UI librarians who were in various work units, including: at the UI Library Directorate, the Faculty of Economics UI and the Faculty of Law UI. So far, the librarian profession is still considered a second-class profession by some people, while for librarians themselves there is still a small number of librarians who are not "proud" of their profession. With this research, it will be known how big / high the confidence of UI librarians is in their status as librarians. The results of the research illustrate that the level of confidence of UI librarians in carrying out the librarian profession is at a high position of 68%. The career development rate of UI librarians is at a moderate level of 50%. 10. Based on the results of the correlation test, in the study it can be concluded that in this research rejects hypothesis which states that there is an influence between self-confidence and the professional development of UI librarians in carrying out their profession. The correlation level between self-confidence and professional development of UI librarians is 30% (0.300). This means that the influence of librarian career development from self-confidence is only 30%, while there are still factors beyond self-confidence of 70% that affect the career development of librarians.
11. Analysis of Knowledge and Confidence in Employee Performance with Work Productivity as an Intervening Variable at PT. Mitra Andal Sejati Medan. The sample used in this study was 70 respondents, this study used path analysis. The results of the direct influence research analysis showed that there was a significant relationship between the influence of knowledge on employee performance of 0.464 and the effect of self-confidence on employee performance of 0.500. Meanwhile, indirect influence shows that there is a significant relationship between the influence of knowledge on employee performance through work productivity of 0.425 and the influence of self-confidence on performance through work productivity of 0.484 and the influence of knowledge and confidence on performance through work productivity of 0.206. The results of the analysis of this study showed quite satisfactory results, the results of the descriptive analysis showed that the conditions of respondents' assessment of the variables of this study were generally good. This can be shown from the many responses of high approval from respondents to the conditions of each research variable.
12. The Effect of Self-Confidence Building Training on Adolescent Self-Confidence in Sindang Barang Village, Bogor City. This research method with a quasi-experimental design through a pre- and post-test approach and purposive sampling techniques, respondents totaled 90 adolescents divided into three exercise groups. The first group exercises were given manuals, trained and guided twice, the second group was given manuals, trained and without being guided and the third group was only given manuals without being trained and guided. Self-confidence was measured before and after the

- intervention using questionnaires. Then these results are analyzed statistically.12. The results of the study proved that there were differences in the significant increase in self-confidence before and after the intervention in the three groups. The self-confidence of adolescents who are given manuals, trained and guided is twice as increased than the other two ways. Adolescence affects the increase in self-confidence. It is recommended activities to develop the self-confidence of adolescents by giving manuals, being trained and guided.
13. The Effect of Self-Confidence on Mathematics Learning Outcomes of Class VIII Students at SMPN 6 Pariaman for the 2021/2022 Academic Year. This type of research is quantifiable research with Ex Post Facto. The population in this study was all students of class VIII SMPN 6 Pariaman for the 2021/2022 school year as many as 4 classes totaling 103 students. And the sample in this study was 21 students randomly taken who had met the normal and homogeneous requirements. The data collected is the result of filling out the self-awareness questionnaire by respondents while the data on mathematics learning outcomes is obtained from student learning outcomes tests. From the results of data analysis, it shows the regression equation between self-confidence in mathematics learning outcomes of class VIII students of SMPN 6 Pariaman for the 2021/2022 school year, namely $Y = 43,559 + 0.305X$ with a correlation of 0.392 and KD of 15.37 . 13.The hypothesis testing results obtained were $1,862 > 1.72$. From the calculation of SPSS, a sig value of 0.026 was obtained and a value obtained was $0.026 < 0.05$ so that the decision was rejected, so it can be concluded that there is a significant influence of self-confidence on the mathematics learning outcomes of grade VIII students of SMPN 6 Pariaman for the 2021/2022 Academic Year.
 14. The Effect of Scout Extracurricular-Based Self-Confidence on Mathematics Learning Achievement of Students of SMA Negeri 6 Kota Bengkulu. This study is an associative quantitative study, but researchers do treatment to collect data by circulating questionnaires, tests, structured interviews. The data collection instrument used is the Scout Extracurricular-Based Psychological Scale (confidence scale) and documentation. Research is carried out by going through the stages of planning and implementation. Data analysis techniques are used in two types of analysis, namely descriptive statistical analysis and inferential statistical analysis. Based on the results of research and discussion, Scout Extracurricular-based self-confidence is very satisfying. The contribution of the influence of scout extracurricular-based self-confidence variables was 94.1% while the remaining 5.9% was influenced by other factors that were not studied in this study.
 15. The Effect of Self-Confidence and Motivation on the Performance of PT. Astra Honda Motor. Based on the results of the descriptive analysis, it is stated that the level dimension is in the good category with an average score percentage of 77.3%. The highest score percentage of 78.8% which lies in the ability to work as much as possible in doing each task and the lowest score percentage of 73.8% contained in the item is confident in the ability to complete the work according to the target. The dimension of breadth is in the good category with an average percentage score of 78.5%. The highest score percentage of 80% lies in the comfort item on each task assigned to the right position and the lowest score percentage of 77.8%. The breadth dimension is in the good category with an average score percentage of 72.3%. . 15.The highest score percentage of 82.3% which lies in the item of commitment to work despite not having maximum experience in the field and the lowest score percentage of 74.5% The conclusion of this study, confidence in the employees of the production department of PT. Astra Honda Motor based on the results of descriptive analysis falls into the category of "good".
 16. The Effect of Self-Confidence on the Performance of PT. Inspira Televisi Indonesia. This research was conducted based on the phenomenon that occurred that there were problems

related to the influence of Self-Confidence on Employee Performance, so this study aimed to determine the effect of Self-Confidence on Employee Performance at PT. Inspira Televisi Indonesia, as well as analyzing how much influence Self-Confidence (independent variable) has on Employee Performance (dependent variable) in PT. Inspira Televisi Indonesia, the sampling technique in this study used a saturated sample technique. This research uses Causal Associative research methods or types with a total of 31 respondents at PT. Inspira Televisi Indonesia uses field research data collection techniques and literature research. The results of this study can be concluded that: : 16.1) Employees at PT. Inspira Televisi Indonesia has a good sense of self-confidence. 2) Performance of employees in PT. Inspira Televisi Indonesia can be said to be good. 3) Self-confidence has a positive and significant effect on employee performance by 74.3%,. The conclusion of this study is that there is an influence between Self-Confidence on Employee Performance at PT. Inspira Televisi Indonesia.

17. The Effect of Self-Confidence on the Work Performance of BKD Malang City Employees. The purpose of this study was to determine the effect of self-confidence on employee work performance. The population in this study was 32 employees which was a population study. While the single method in collecting the analyzed data is the questionnaire method. The conclusion obtained that confidence in employees is mostly at a moderate level, and a small part is at a high level and the rest is at a low level. And the work performance in employees is mostly at a moderate level, and a small part at a high level and the rest at a low level. From the results of data analysis using regression, it was concluded that there was a positive or significant influence between self-confidence in work performance in employees of the Malang City Regional Personnel Agency. The hypothesis proposed the stronger the confidence, the better the work performance will be,
18. The Effect of Self-Competence and Self-Confidence on Career planning. This study aims to determine the influence of self-competence, and self-confidence with career planning. Data were collected with questionnaires and analyzed using multiple regression analysis to determine how much the independent variable's relationship and predictability to the dependent variable is. The population in this study was 100 students of the Department of Agriculture, Mulawarman University. The samples in this study were obtained using simple random sampling. The data analysis technique in this study uses multiple regression analysis. The results showed that self-competence towards career planning had a significant effect with beta gains = 0.682, $t_{count} > t_{table} = 9.855 > 1.983$, and $p = 0.000 < 0.050$. Later in confidence towards career planning had a very significant influence with beta gains = 0.144, $t_{count} > t_{table} = 2.739 > 1.983$, and $p = 0.007 < 0.050$. Then the results of the analysis of self-competence and confidence in career planning have a very significant influence: with the acquisition of $F_{calculate} > F_{table} = 65510 > 3.150$, $R^2 = 0.567$, and $p = 0.000 < 0.050$.
19. The Effect of Quality of Work Life and Self-Confidence on Stress Management and Improving Performance of Employees of Mercure Manado Hotel. The purpose of this study is to determine the effect of quality of work life and self-confidence on employee performance stress management and to determine the effect of stress management on employee performance. The type of research used is associative research. Data collection techniques use research questionnaires. The data analysis technique in this study is path analysis. The results showed that (1) The quality of work life did not have a significant effect on employee stress management at the Mercure Hotel Manado, (2) Work confidence had a significant effect on employee stress management at the Mercure Hotel Manado, (3) The quality of work life did not have a significant effect on employee performance at the Mercure Hotel Manado, , (4) Self-confidence has no significant effect on employee performance at Mercure Hotel Manado and (5) Stress Management has a significant effect

- on employee performance at Mercure Hotel Manado. The Mercure Manado Hotel must increase employee confidence to improve to overcome stress management and manage employee stress management to improve employee performance.
20. The Effect of Perceptions of Job Opportunity and Self-Confidence on Job Readiness. This research uses a quantitative approach. The subjects of this study were 95 students who were selected using simple random sampling techniques. The data collection methods used are the scale of work readiness, perception of job opportunities and self-confidence. The collected data were analyzed with multiple linear regression analysis tests with the help of the Statistical Package for Social Sciences (SPSS) 21.0 for Windows program. The results showed that: (1) there was a positive and significant influence on the perception of employment opportunities on student confidence with a beta coefficient (β) = 0.303, as well as $t_{count} > t_{table}$ ($2.987 > 1.661$) and $p = 0.004$ ($p < 0.05$) (2) there was a positive and significant influence of confidence on student work readiness with beta coefficient (β) = 0.207, and t value $count > t$ table ($2.038 > 1.661$) and p value = 0.044 ($p < 0.05$); (3) there was a marked and significant influence of perceptions of employment opportunities and confidence on students' job readiness with a calculated $f > f$ ($5.391 > 3.10$) and a value of $p = 0.006$ ($p < 0.05$) The contribution of the influence of perceptions of employment opportunities and confidence on student job readiness was 0.105 (10.5 percent).
 21. The Relationship between Self-Confidence and Work Procrastination in Employees. The variables used in this study were self-confidence and work procrastination. The population in this study was all employees who worked at CV Biss Production in Cemani, Sukoharjo, which amounted to 43 people. The total of 43 people was used all as research samples. Therefore, the number of samples was taken from the entire population, so the subjects in this study were called population studies. The method and tool of data collection in this study is scale. The data analysis used in this study is statistical analysis. Based on the results of the discussion, the results of this study can be concluded as follows: 1.) There is a very significant negative relationship between self-confidence and work procrastination in employees. 2.) The employee's confidence level is moderate. 3.) The level of work procrastination of employees is classified as very high. 4.) The effective contribution of confidence in work procrastination in employees was 0.137 or 31.8%. This means that there are still several other variables that affect confidence by 68.2%.
 22. Effect of Compensation, Job Performance and Self-Confidence on Job Satisfaction of PT. Matahari Department Store TBK Cikarang. This research itself was conducted to determine the provision of compensation, job performance and self-confidence which affects employee job satisfaction at PT. MATAHARI DEPARTMENT STORE, TBK Cikarang. This research uses a quantitative approach and explanatory research with a causal test. The sample in the study numbered 80 employees and was a saturated sample. Based on the results of inferential analysis using path analysis, it shows that Compensation has a significant direct influence on Job Satisfaction, Job Performance has a direct influence on Job Satisfaction, and Confidence has a significant direct influence on Job Satisfaction. Among the three factors that affect Job Satisfaction, Self-Confidence has the most dominant influence on Job Satisfaction.
 23. Effect of Work Environment, Work Stress, Self-Confidence and Job Insecurity on Employee Performance (Empirical Study on PT. Rocket Chicken Indonesia Kabupaten Magelang). Based on the research that has been carried out, the following conclusions can be drawn. The work environment, work stress, self-confidence and job insecurity have a simultaneous effect on employee performance. The work environment has a significant positive effect on employee performance. Work stress has a significant negative effect on employee performance. Self-confidence has a significant positive effect on employee performance. Job insecurity has a significant positive effect on employee performance.

24. Effect of Work Stress, Work Environment and Self-Confidence on Employee Performance at PT, Royal Coconut Airmadidi. This study aims to analyze the influence of work stress, work environment and self-confidence on employee performance at PT. Royal Coconut Airmadidi. This study used a sample of 58 employee respondents. Research data are obtained from questionnaires (primary), literature studies in accordance with the purpose of the study. The analysis technique uses classical assumption tests, multiple regression with hypothesis testing, namely the F test (simultaneous) and the T test (partial). The results show that work stress, work environment and self-confidence simultaneously affect employee performance. Partially work stress has a negative effect on employee performance, the work environment has a positive insignificant effect on employee performance and self-confidence has a significant positive effect on employee performance.
25. The Effect of Emotional Intelligence and Self-Confidence on the Work Productivity of PT. Satya Kisma Usaha Labuhan Batu Selatan Regency. Data collection using interviews, questionnaires and literature studies. Work on data analysis methods using the help of SPSS 20.0 for windows software. This study used a total sampling where the sample was 45 employees of the Garden Personnel Assistant office at PT. Satya Kisma Usaha South Labuhanbatu District. The test results of linear regression analysis barganda, if the addition of one unit of emotional intelligence then work productivity increases by 0.165. And if there is an addition of one unit of confidence, productivity increases by 0.924. Furthermore, it is continued with partial hypothesis testing (t-test) 25.shows that emsoional intelligence affects the work productivity of PT. Satya Kisma Usaha South Labuhanbatu Regency, where the calculated value (2,992) > ttabel (1,681) with a significant level of $0.005 < 0.05$. Meanwhile, self-confidence affects the work productivity of PT. Satya Kisma Usaha South Labuhanbatu Regency, where the calculated value (14,133) > ttabel (1,681) with a significant level of $0.000 < 0.05$. Work productivity of PT. Satya Kisma Usaha South Labuhanbatu District can be explained by emotional intelligence and self-confidence.
26. The Effect of Emotional Intelligence and Self-Trust on Employee Performance at PT. Pos Indonesia Malang. Based on the results of research and discussion according to the formulation of the problem, it can be concluded that the Variable of Emotional Intelligence does not have a positive influence on employee performance in a sincere manner because employees are lacking in providing ideas on company problems as a team or individually and attributing personal problems to the company which results in poor performance. The confidence variable has a positive influence on employee performance partially due to enthusiasm and enthusiasm in improving employee performance at PT. Pos Indonesia Malang. 26.Simultaneously emotional intelligence and self-confidence have a significant influence on employee performance at PT. Pos Indonesia Malang. There is also a dominant variable that affects employee performance, namely the confidence variable that views a problem with the right truth, for example an event using thoughts accepted by reason and in accordance with reality, employees can improve high employee performance.
27. The Influence of Self-Trust and Motivation to Achieve on Student Learning Achievement at SMA Negeri 8 Surakarta. This research is a quantitative descriptive research by conducting a hypothesis test. The research location is at SMA Negeri 8 Surakarta. The study population was class XI social studies students totaling 106 students. A sample of 51 students with proportional random sampling technique. Data collection techniques using questionnaires or questionnaires. Data analysis techniques use multiple regression. The results showed that: (1) There was a positive and significant influence between self-confidence on student learning achievement obtained the result of the self-confidence calculation value of 2,334, while the ttabel value was 2,011. (2) There is a positive and

- significant influence between the motivation of achievement on the learning achievement of students obtained the calculated value of the achievement motivation variable, which is 2.273 while the t_{table} value is 2.011. (3) 27. There is a positive and significant influence between self-confidence and motivation to excel together on the learning achievement of class XI social studies students of SMA Negeri 8 Surakarta shown with a calculated score of 9.135, while the F_{table} value of 3.191. The influence of the variables of self-confidence and motivation to achieve on student achievement results was obtained from the calculation of R square of 27.6%, while the rest ($100\% - 27.6\% = 72.4\%$) was influenced by other causes such as learning environment factors in school, family environment factors, interest in learning, and learning media.
28. The Effect of Self-Confidence on Student Learning Outcomes at SMK Muhammadiyah 2 Palembang. Based on the analysis of the results of research conducted at SMK Muhammadiyah 2 Palembang, the conclusion that can be drawn from this study is that the level of confidence of students of SMK Muhammadiyah 2 Palembang is classified as being proven by 53 students from 91 samples who obtained moderate scores based on the calculation of the frequency distribution list. The learning outcomes obtained by the students of SMK Muhammadiyah 2 Palembang based on taking UTS scores, the average student obtained a moderate category score. Evidenced through the calculation of the frequency distribution list, there were 53 students who obtained moderate scores from as many as 91 didk participants who were sampled. 28. The results of hypothesis testing state that there is a significant influence between self-confidence and learning outcomes of students of SMK Muhammadiyah 2 Palembang. This is shown from the values of $t_{hitung} = 3.244$ and $t_{table} = 1.662$ or $t_{hitung} > t_{table}$, the hypothesis that states a significant influence between self-confidence and learning outcomes is accepted.
 29. The Influence of Self-Trust on the Performance of PAI Teachers in Applying a Scientific Approach in Junior High Schools in Arosbaya Bangkalan District. Based on the discussion about the effect of self-confidence on the performance of PAI teachers in SMP Se-Kecamatan Arosbaya, it can be concluded: 1. The self-confidence of teachers in junior high schools in Arosbaya sub-district is included in the criteria of "Very Good". This is evidenced by the results of the questionnaire that has been distributed with a percentage of results of 84%. 2. The performance of teachers in junior high schools in Arosbaya sub-district has criteria that are classified as "Excellent". This is obtained from the calculation of the questionnaire with a percentage of results of 87%. 3. There is a significant influence between self-confidence and pai teacher performance. This is evidenced by the existence of both variables having a correlation coefficient (R) of 0.919 and a coefficient of determination value (R Square) of 0.845. Which if translated into 84.5% of teacher performance variables is influenced by confidence variables the rest are influenced by other variables that are not studied by researchers.
 30. The Influence of Personality and Self-Confidence on the Productivity of Small Businesses in Lhouksumawe City. This study aims to find out whether personality and self-confidence affect the productivity of small businesses in Lhouksumawe City partially and their influence simultaneously. The object of this study is small entrepreneurs in Lhouksumawe City, which numbers 95 small businesses with the sample determination method being the cluster sampling method. As well as data analysis techniques in this study using multiple linear regression analysis through the SPSS program. 30. The results showed that the correlation coefficient (R) means that the variables personality (X1) and self-confidence (X2) have a strong relationship with productivity (Y). It was found that the personality variable (X1) had a significant effect on productivity (Y), and the confidence variable (X2) had a significant effect on business success (Y). and it was simultaneously found that the

variables personality (X1) and self-confidence (X2) se had a significant effect on productivity (Y).

CONCLUSION

The results in this study are according to the theory proposed by Choirul Anwar (2013) which states that work ability has an influence on employee performance, "employees who have adequate abilities will be able to complete their work well in accordance with the time or targets set in the work program. This happens because employees can devote all their abilities in carrying out the duties they are responsible for so that they can achieve the expected work achievements".

The results in this study are according to the theory proposed by Satria dkk (2018) which states that self-confidence has a significant influence on performance, "the main driving factor in carrying out tasks is the need for which the issue of self-confidence is also an important factor. No one can do something without having enough confidence to carry out the work. Therefore confidence issues are necessary in improving one's performance".

From these results, it can be said that each variable instrument, namely Self-Ability and Self-Confidence, affects Employee Performance, but it is undeniable that these variables must run simultaneously and be accompanied by other variables that have not been researched in order to obtain optimal work performance towards better organizational performance.

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