



DOI: <https://doi.org/10.31933/dijemss.v5i4>

Received: 24 April 2024, Revised: 9 Mei 2024, Publish: 11 Mei 2024

<https://creativecommons.org/licenses/by/4.0/>

## Journal of The Effect of Self-Efficacy, Work Motivation and Job Satisfaction on The Work Performance of Indonesian Migrant Workers Working Cycle Job (28/28) in Qatarxxx - Xxx

Ahmad Budairy Yusi<sup>1</sup>, Tubagus Ismail<sup>2</sup>, Pardamean Daulay<sup>3</sup>

<sup>1</sup> Universitas Terbuka, Alkhor, Qatar, [ayusi07111975@gmail.com](mailto:ayusi07111975@gmail.com)

<sup>2</sup> Universitas Terbuka, Cilegon, Indonesia, [adeismail73@gmail.com](mailto:adeismail73@gmail.com)

<sup>3</sup> Universitas Terbuka, Tangerang, Indonesia, [pardameandaulay@ecampus.ut.ac.id](mailto:pardameandaulay@ecampus.ut.ac.id)

Corresponding Author: [ayusi07111975@gmail.com](mailto:ayusi07111975@gmail.com)

**Abstract:** Every successful organization will always be supported by a base of employees who are committed to its work. High self-efficacy, high motivation and high job satisfaction are manifestations of the commitment of high-performing employees. Company performance is a representation of how strong an organization is able to survive in the business world, while employee performance is a representation of how much the company is able to achieve the vision and mission of its organization. The workforce working in Qatarxxx - XXX, 93.5%, is a professional workforce who is an expatriate, while local employees are mostly top managements who fill critical positions in the company, while expatriates come from various countries in the world, namely from countries in Europe, Africa and Asia, including Indonesian migrant workers totaling 31 people. With a cycle job work system (28/28), which is 28 days of work without a holiday in the middle of the sea, and 28 days OFF in each country this will potentially make a work situation that is stressful, bored and loses morale because you have to work for 28 days without a holiday in the middle of the sea. Quantitative research conducted on 30 Indonesian migrant workers, showed that migrant workers from Indonesia can survive the cycle job work environment (28/28) because of the influence of self-efficacy (86.38%), followed by the influence of job satisfaction (85.64%), and then the influence of motivation (84.16%).

**Keywords:** Qatar, Self-Efficacy, Motivation, Satisfaction, Performance.

### INTRODUCTION

The global business world will always change rapidly, for organizations that can adapt to these changes will survive, and vice versa. High company performance is a guarantee for the organization to continue to follow existing developments, so that it can always grow and have high competitiveness, still survive to whatever changes occur. Company performance is a representation of how strong an organization is able to survive in the business world, while employee performance is a representation of how much the company is able to achieve the vision and mission of its organization.

The situation that occurs in the work environment in Qatarxxx – XXX is a unique work environment because workers who work come from various countries, multi-cultural from various different cultures, this is also directly proportional to the unique problems for companies that can be caused, coupled with the work cycle job system (28/28) which is 28 working days and 28 holidays in each country:

- Potentially make a work situation that is stressful, bored and loses morale because you have to work for 28 days without a holiday in the middle of the sea.
- Employees miss work due to too long holidays (28 days off) so that employees who are not productive at work and have the potential for layoffs.
- The phenomenon of employee performance that is not in accordance with what the company expects to achieve its vision and mission due to the employee's different, multi-cultural and multi-cultural country of origin.

Human Resources (HR) or employees in a company are not easy to obtain and if found take time to be developed effectively. (Chen et al., 2012), explained about how HR management activities play a very important role in optimizing developing the employee base and are a key factor to create competitive advantage.

Low employee performance followed by employees who resign or are laid off by the company, is possible because of self-efficacy, low work motivation and job satisfaction so that there is reduced commitment to the organization. Singh and Tiwari (2011), explain about the emphasis on the importance of the study of motivation and its relationship with job satisfaction.

The workforce working in Qatarxxx – XXX, 93.5% are expatriates of non-Qatari workers who work as professional workers, many local employees until now as top management and others come from various countries in the world from countries in Europe, Africa and Asia, including Indonesian migrant workers who work in Qatarxxx – XXX totaling 31 people.

**Table 1. Number of Employees Qatarxxx – XXX (Per – Country)**

No.	Country of Origin	Number of Employees (People)
	Qatar	7
	India	42
	Pakistan	5
	Malaysia	3
	Philippines	3
	Egypt	3
	Tunisia	7
	Indonesia	31
	Algeria	7
	Turkey	1

Although supported by accommodation facilities and salaries that are relatively greater than employees who work onshore, the potential deviation will be very possible so it is considered necessary to conduct research on the performance of employees who work with the cycle job work system (28/28), namely 28 working days and 28 holidays in their respective countries.

## **METHOD**

The questionnaire, which was distributed to professionals from Indonesia working in Offshore (Qatarxxx - XXX), consisted of question items related to self-efficacy, work motivation and job satisfaction which were closely related to employee performance. The data was collected through questionnaires using Likert scale.

Interviews were also conducted to obtain data and information, especially regarding data not contained in questionnaires distributed to professional labor representatives from

Indonesia working in Offshore (Qatarxxx - XXX). As explained by Husein Umar (1999), about questionnaires which are working papers that must be actively organized.

After the data is collected, the Structural Equation Modeling (SEM) approach is then carried out through Partial Least Square (PLS) software. PLS is one of the alternative methods of Structural Equation Modeling (SEM) that can be used to overcome problems in research. PLS is a powerful analytical method, because it does not have to be normally distributed and the sample does not have to be large, and it can also be used to explain how variables relate and to analyze constructs formed by reflective and formative indicators.

**RESULTS AND DISCUSSION**

From the survey results show that Indonesian migrant workers look very confident and professional working with a cycle job environment (28/28) which is 28 working days and 28 holidays in Indonesia, which with their work ethic has a good impact on the company's overall performance, other indications are shown from their high morale and also other factors that need to be tested further, that is indicated from a long enough working period to last, some even more than 15 years working with a cycle job environment (28/28).

**Table 2. Questionnaire Results – Based on variables**

No.	Independent Variable	Points	Ave	%
1.	Self-efficacy	907	129.57	86.38
2.	Job Satisfaction	1413	128.45	85.64
3.	Work Motivation	2146	126.24	84.16

**Table 3. Questionnaire Results – Based on variables**

No.	Dependent Variable	Points	Ave	%
1.	Employee Performance	1071	133.88	89.25

The highest point of 98% shows that Indonesian migrant workers always try to prove that Indonesians have a strong ethos of work culture with high integrity (self-efficacy) and the pleasure of meeting family during 28 days off in Indonesia that makes enthusiasm for work (motivation).

Indonesian migrant workers can survive the cycle job environment (28/28) because of the influence of self-efficacy of 86.38%, followed by the influence of job satisfaction of 85.64%, and then the influence of motivation of 84.16%.

**Direct effect:** Below shows the direct effect of each independent variable's construct on the dependent variable:

**Table 4. Path Coefficient**

No.	Independent Variables	Original Sample (O)	Mean Sample (M)	STDEV	[O/S TDEV]	P Value
1.	Self-efficacy (SE) with Employee Performance (EP)	0.653	0.646	0.164	3.981	0.000
2.	Job Satisfaction (JS) with Employee Performance (EP)	-0.356	-0.314	0.227	1.568	0.118
3.	Work Motivation (WM) with Employee Performance (EP)	0.595	0.578	0.293	2.035	0.042

The Output Path Coefficient as shown in the table above is to see the magnitude of the direct effect of each independent variable (exogenous) to the dependent variable (endogenous).

The magnitude of the parameter coefficient for the SE variable on EP is 0.653 which means that there is a positive influence of SE on EP. Or it can be interpreted that the better

the SE value, the KK will increase. An increase of one SE unit will increase EP by 65.3%. Based on calculations using bootstrap or resampling, where the test results of the SE estimation coefficient against bootstrapped EP are 0.646 with a calculated t value of 3.981, then the p value is  $0.000 < 0.05$  so that Accept H1 or which means the direct effect of SE on EP is meaningful or statistically significant.

The magnitude of the parameter coefficient for the variable WM to EP is 0.595 which means that there is a positive influence of WM on EP. Or it can be interpreted that the better the MK value, the EP will increase. An increase of one WM unit will increase EP by 59.5%. Based on calculations using bootstrap or resampling, where the results of the WM estimation coefficient test against bootstrapped EP are 0.578 with a calculated t value of 2.035, then the p value is  $0.042 < 0.05$  so that Accept H1 or which means the direct influence of WM on EP is meaningful or statistically significant. The results of this study were supported by Laode Alim Nursalim, Baharuddin Semmaila & Roslina Alam (2020) who found that work motivation is meaningful or statistically significant, having a positive effect on employee performance.

The magnitude of the parameter coefficient for the variable JS to EP is -0.356 which means that there is a negative influence of JS on EP. Or it can be interpreted that the better the JS value, the EP will decrease. An increase of one JS unit will decrease EP by 35.6%. Based on calculations using bootstrap or resampling, where the test result of the JS estimation coefficient against bootstrapped EP is -0.314 with a calculated t value of 1.568, then the p value is  $0.118 > 0.05$  so that Accept H0 or which means that the direct effect of JS on EP is not meaningful or statistically significant. The results of this study are inversely proportional to research conducted by Garika (2020) found that job satisfaction is meaningful or statistically significant, having a positive effect on employee performance.

So, in this model, SE and WM have a significant effect on EP because the p value  $< 0.05$ . While JS has no significant effect on EP because the p value  $> 0.05$ .

**Indirect Effects:** Indirect or indirect effects are the effects of independent variables on dependent variables through intermediate variables. In this model there are no intermediate variables so indirect effects are not needed.

**Total Effects:** Total effects are total effects that are a combination or summation of direct and indirect effects. Because there is no indirect effect, the total effect is automatically the same value as the direct effect.

After being explained in detail at the outer and inner stages of the model above, the summary is as shown in the picture above, which shows that:

1. All indicator p-values against the latent variable  $< 0.05$  so that all indicators are valid and reliable against their constructs.
2. The direct influence of SE and WM on EP is significant, JS is insignificant.

## CONCLUSION

1. The thinking or assumption of the company, describing the variable of job satisfaction on the performance of employees who work in a straight to the point company linking salary and employee intensive, is a phenomenon that does not occur in this study, this is very likely to happen, also in accordance with the opinion explained by Herzberg (1966), explained that it is the intrinsic factor that is more influential, which is more about the comfort factor in work, career balance, personal life and atmosphere at work (Self-Efficacy and Work Motivation).
2. By using the Q Square, R Square and F Square methods, it proves that there is an effect of Self-Efficacy, Work Motivation and Job Satisfaction on the Performance of Employees of migrant workers from Indonesia who work in Qatarxxx – XXX.
3. Professional workers from Indonesia who work offshore Qatar have an average intelligence and integrity ability that is quite recognized and trusted by Qatari companies,

- even the world, namely working professionally and having above-average abilities, honest, reliable companies running the wheels of the company.
4. From one of the questionnaire questions about "Every award I get is the result of my own hard work", which is one of the questions with the lowest point value, after researchers interviewed and made further observations, it turns out that migrant workers from Indonesia tend to be more religious who realize that everything is determined by Allah, the lord of hosts, not by their own will, Realize that the employee's job is to work at their best.
  5. Migrant workers from Indonesia can survive the cycle job work environment (28/28) because of the influence of self-efficacy of 86.38%, followed by the influence of job satisfaction of 85.64%, and then the influence of motivation of 84.16% and even 98% of the influence of self-efficacy and strong motivation as Indonesians, namely always trying to prove that Indonesians have a strong ethos of work culture with high integrity (self-efficacy) and the pleasure of meeting family during 28 holidays in Indonesia (motivation).

## REFERENCE

- Amirul Huda, Fatkhan. 2017. *Teknik Pengumpulan Data Dan Analisis Dalam Penelitian*. [Online] Tersedia: <http://fatkhan.web.id/teknik-pengumpulan-data-dan- analisis-dalam-penelitian/>. [26 Juli 2017].
- Budianto. 2016. *Pengertian Masalah Penelitian*. [Online] Tersedia: <https://www.pengertianilmu.com/2016/03/pengertian-masalah-penelitian>. [Maret 2016].
- Chandrakant, Varma. 2017. "Importance of Employee Motivation & Job Satisfaction for Organizational Performance". *International Journal of Social Science & Interdisciplinary Research*. Vol. 6 (2), pp: 10-20.
- Cherian, Jacob. and Jacob, Jolly. 2013, "Impact of Self-efficacy on Motivation and Performance of Employees". *International Journal of Business and Management*. Vol. 8 (14), pp: 80-88.
- Coach, Tom. 2021. *Manajemen SDM: Fungsi serta Peran SDM Dalam Organisasi*. [Online] Tersedia: <https://www.tommCIFLE.com/manajemen-sdm-fungsi-dan-peran-sdm-dalam-organisasi/>. [11 Februari 2021]
- Herzberg, Frederick. 1959. *The Motivation to Work*. New York: John Wiley Sons, Inc.
- Mas Min. 2017. *Tahap Tahap Proses Penelitian dengan Penjelasan Terlengkap*. [Online] Tersedia: <https://www.pelajaran.co.id/2017/04/tahap-tahap-proses-penelitian-dengan-penjelasan-terlengkap.html>. [04 Januari 2017]
- Panduan Surat. 2019. *Proposal Penelitian: Pengertian, Komponen, Kegunaan dan Contoh*. Diambil. [Online] Tersedia: <https://suratku.id/proposal-penelitian-pengertian-komponen-kegunaan-dan-contoh/>. [09 Oktober 2019].
- Prawiro, M. 2018. *Kepuasan Kerja: Pengertian, Indikator, Fungsi, dan Aspek-aspeknya*. Diambil, [Online] Tersedia: <https://www.maxmanroe.com/vid/karir/kepuasan-kerja.html>. [25 Agustus 2018].
- Rahmah, Azzahra. (2019). *Teori Motivasi*. [Online] Tersedia: <https://rumus.co.id/teori-motivasi/>. [27 Desember 2019].
- Rahmah, Azzahra. 2020. *Teknik Pengumpulan Data*. [Online] Tersedia: <https://rumus.co.id/teknik-pengumpulan-data/>. [14 Juni 2020].
- Rivai, Harif Amali. 2001. *Pengaruh Kepuasan Gaji, Kepuasan Kerja dan Komitmen Organisasional terhadap Intensi Keluar*. Yogyakarta: Tesis Sekolah Pascasarjana UGM.
- Subariyanti, Herudini. 2017. "Hubungan Motivasi Kerja dan Kepuasan Kerja Terhadap Kinerja Karyawan PTLR Batan". *Jurnal Ecodemica*. Vol. 1 (2), pp:224-232.

- Waspodo, Suko. 2019. *Penyebab Ketidakpuasan Kerja. Diambil*. [Online] Tersedia: <https://www.kompasiana.com/sontoloyo10521/5c569fe76ddcae605324cd39/8-penyebab-ketidakpuasan-kerja?page=1>. [03 February 2019].
- 123dok.com. 2021. *Sumber Keterbatasan Pemilihan Topik Masalah Penelitian*. [Online] Tersedia: <https://text-id.123dok.com/document/myjk3owmq-sumber-keterbatasan-pemilihan-topik-masalah-penelitian.html>. [23 Maret 2021].