

The Role of Job Involvement as an Intervening Between Self-Efficacy and Professional Commitment *Peran Keterlibatan Pekerjaan sebagai Intervensi Efikasi Diri dan Komitmen Profesional*

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ABSTRACT

Many of research on professional commitment had generated findings that professional commitment is considered to predict individual performance. The objective of this study is to examine factors that have an effect to professional commitment namely self-efficacy and job involvement. Respondents consisted of lecturers at 4 different private universities in the city of Bogor, Indonesia. The sample for the study consisted of 252 permanent lecturers derived randomly from its population. The study mainly utilized quantitative data (from questionnaires). Regression and correlational analysis were used to find out the relationship among variables. In general, this study aims to find efforts that can be made to increase professional commitment. The results showed that there was a positive effect of self-efficacy and job involvement on professional commitment, there was a positive effect of self-efficacy to job involvement, and there was a positive effect of self-efficacy to professional commitment through job involvement.

Keywords: self-efficacy, job involvement, professional commitment.

JEL Classifications: J24, J50 O15.

ABSTRAK

Banyak penelitian tentang komitmen profesional telah menghasilkan temuan bahwa komitmen profesional dianggap dapat memprediksi kinerja individu. Tujuan dari penelitian ini adalah untuk mengetahui faktor-faktor yang berpengaruh terhadap komitmen profesional yaitu efikasi diri dan keterlibatan kerja. Responden terdiri dari para dosen di empat universitas swasta yang berbeda di kota Bogor, Indonesia. Sampel penelitian terdiri dari 252 dosen tetap yang diambil secara acak dari populasinya. Studi ini terutama menggunakan data kuantitatif. Analisis regresi dan korelasional digunakan untuk mengetahui hubungan antar variabel. Secara umum penelitian ini bertujuan untuk mencari upaya yang dapat dilakukan untuk meningkatkan komitmen profesional. Hasil penelitian menunjukkan bahwa self-efficacy dan keterlibatan kerja berpengaruh positif terhadap komitmen profesional, terdapat pengaruh positif self-efficacy terhadap keterlibatan kerja, dan terdapat pengaruh positif self efficacy terhadap komitmen profesional melalui keterlibatan kerja.

Kata Kunci: kemanjuran diri, keterlibatan kerja, komitmen profesional

JEL Klasifikasi: J24, J50 O15.

INTRODUCTION

In a university, the role of a lecturer is very important in producing graduates who are competent and qualified. Many factors make lecturers highly committed to their profession. Lecturers who have a high professional commitment will give their best ability both in institution and profession. The model proposed by Colquitt (2015) shows the influence of self-efficacy, and job involvement on professional commitment. Individuals with low self-efficacy will easily give up when they encounter difficulties in completing their tasks in his/her profession, while individuals with high self-efficacy will survive the difficulties and try hard to overcome them (Noreen et al. 2018). A person with high job involvement shows a more orientation to his job and profession, the higher a person's job involvement, the higher the person's level of satisfaction with their job, and shows more attention to his/her profession (Hackett et al., 2001). Research by Sumual (2014), Srivastava, et al. (2019), and Tariq et al., (2013) show that there is positive effect of self-efficacy and job involvement on professional commitment.

LITERATURE REVIEW

Professional commitment (PC) is a type of work commitment that emphasizes the importance of the profession (work) in one's life. The dimensions of professional commitment are: affective commitment, characterized by a feeling of attachment to a career, normative commitment, arises because of the strong influence of group norms, ongoing commitment, arises because there is an awareness of material loss if leaving work (Wang & Shen, 2012). In general, the three components of commitment are psychological conditions that form the basis of the bond between employees and their profession and implies to the employee's decision to stay or leave his profession (Bagram, 2003). Professional commitment is the willingness shown by an individual in carrying out the tasks required by his profession. The dimensions of commitment to the profession are: the affective component, namely emotion-based commitment, the normative component is an obligation-based commitment, the continuous component is a rational-based commitment Sumual (2014). Professional commitment is a psychological bond between individuals and their profession. The existence of a commitment to the profession in an individual can be seen from the behavior shown in his profession, maintaining his professional reputation, and the desire to do more for the advancement of his profession (Attri & Devi, 2017).

Self-efficacy is a person's self-assessment of his ability to take action in achieving a certain performance. This has to do with what can be done with the skills they have (Bandura, 1986). Chang & Chien (2015) self-efficacy refers to individual abilities that can be used to complete tasks, direct behavior, and evaluate personal achievement. Self-efficacy is a person's belief that he can complete a certain task (Yakut, E. 2019) The convinced in self-efficacy plays an important role in shaping the choice of activities and the quality and quantity of effort chosen to achieve certain outcomes (Schunk, Meece, & Pintrich, 2014). People who have high self-efficacy will act more freely and with direction because of their self-confidence (Luszczynska & Schwarzer, 2005). Putwain et al. (2013) argue that self-efficacy can predict academic performance and can predict the emotional state of a person.

Job involvement is defined as a person's psychological bond with their job. Job involvement indicators are: Recognizing work as the main interest in life, willingness to be actively involved in work, working as a supporter of self-esteem, feeling that job in accordance with self-concept (Kanungo, 1982). The components of job involvement are clarity of job, prospects for achievement, opportunities for self-development, the

importance of job for individuals (Britt et.al., 2005). Job involvement describes the process of internalizing the importance of work in a person. Job involvement indicators are the process by which a person can be more oriented towards a job, the level of one's satisfaction with his job, his attention to work (Hackett et.al., 2001). Robbins (2003) argues that job involvement is the level at which a person dissolves a job, participates actively in it, and considers performance important to self-esteem. Indicators of job involvement are: Identity psychologically, Show themselves capable of work (self-worth). Job involvement is defined as the extent to which a person is physically and cognitively busy with, involved, and cares about their job (Hackett et al. In Aderibigbe et al., 2014).

Individuals who have a high level of self-efficacy are expected to be able to do what their profession demands. One of the factors that influence commitment to the profession is self-efficacy. Commitment to the profession is a psychological relationship in the form of identification, loyalty, and individual involvement in the profession or work, which is an individual's willingness to be actively involved in a job based on the goals and values of the profession.

The individual's belief that he or she can complete will have an impact on the organization and the profession. A person who has high self-efficacy dares to answer the challenges of a job in his profession. A profession will be more developed if people in that profession have high self-efficacy, thus it can be assumed that there is an effect of the efficacy variable on the commitment to the profession variable, this is by the research conducted by Attri & Devi (2017).

Someone who has high work involvement, one of which will be seen from a willingness to accept a relatively difficult job, willingness to accept calculated risks, and has a desire to learn from failure, these attitudes are positive things that will lead to feelings of enjoyment of work and feeling of work (profession)) is a part of his identity (affective commitment), thus it can be assumed that there is an influence from the work involvement variable on the commitment variable to the profession. This is following the research conducted by Khan et.al. (2011)

RESEARCH METHODOLOGY

The study conducted at 4 Private University in Bogor during March up to November 2019, and mainly utilized quantitative data (from questionnaires). The amount of 252 samples calculated by Slovin formula at $p < 0.05$ and randomly took from 683 lecturers as the population. The questionnaires designed to assessed indicators of Professional Commitment, Self-Efficacy, and Job Involvement using points of 1 to 5 Likert Scale. The questionnaires had already tried out used 30 samples from its population but out of research sample in order to measure each validity and reliability as reported in the table below.

Table 1
The Valid Items and Reliability of the Questionnaires

No	Questionnaire of	Sum of Valid Items	Reliability Coefficient
1	Professional Commitment	32	0.952
2	Self-Efficacy	37	0.965
3	Job Involvement	42	0.943

Notes:

1. Each questionnaire initially had 42 items for Professional Commitment variable and 43 items for Self-Efficacy and 50 items for Job Involvement variable, all are already tried out (used 30 samples). Some item were dropped-out, and the rest is the valid items only. The item validity coefficient calculated by Pearson's Product-Moment Correlation formula (Nolan and Heinzen, 2012).
2. The questionnaire's reliability coefficient was calculated by Cronbach Alpha's formula (Sekaran and Bougie, 2013).

The research design is a regression study which described as the figure below.

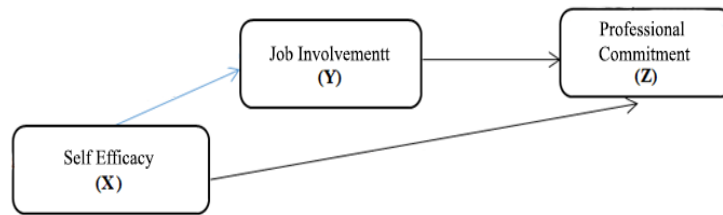


Figure 1: The Model of Research Variables

Based on all questionnaires' scores from 252 lecturers as the research sample to be analyzed step by step. *First*, testing the normality of empirical data from research sample used *Kolmogorov-Smirnov* Formula. This procedure is used to examine that research sample coming from a population with a normal distribution. *Second*, testing the linearity of empirical data from the research sample used Regression Analysis. This procedure was used to examine that the influence of the data from Professional Commitment, Self-Efficacy, and Job Involvement meet the criteria of linearity. The normality and linearity results were required to meet the requirement for using parametric statistics. *Third*, conducted a regression analysis to measure the great influence of Self-Efficacy on Professional Commitment, Self-Efficacy on Job Involvement, Job Involvement on Professional Commitment, and Self-Efficacy on Professional Commitment through Job Involvement.

RESULTS AND DISCUSSION

Table 2
Normality Test Results

No	Normality	D _{count}	D _{table (0,05)}	D _{table (0,01)}	Conclusion
1.	Z on X	0,054	0,085	0,096	Normal Distribution
2.	Z on Y	0,043	0,085	0,096	Normal Distribution

Based on Normality Test uses the Kolmogorov-Smirnov test results above mentioned where The estimation standard error normality test which includes the standard error normality test for the dependent variable estimation (Z) Commitment to Profession on Self-Efficacy (X) and Job Involvement (Y). It can be concluded that the standard error has a normal distribution if $D_{count} < D_{table}$ at a significance of 0.05.

Linearity Test used to examine that the influence of Self-Efficacy on Professional Commitment and Job Involvement to Professional Commitment should meet the standard linear regression, as described below.

Table 3
Linearity Test Results
Self-Efficacy Variable to Professional Commitment Variable

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	33153,338	1	33153,338	5638,661	,000 ^b
	Residual	1469,912	250	5,880		
	Total	34623,250	251			

a. Dependent Variable: Z

b. Predictors: (Constant), X

Based on the table above shows that the regression model used to predict the level of professional commitment influenced by self-efficacy, can be used, because the table above shows $F_{count} > F_{table}$ ($5638,661 > 3,879$), This means that the simple linear

regression model can be used in predicting that the level of professional commitment influenced by self-efficacy.

Table 4
Linearity Test Results
Job Involvement Variable to Professional Commitment Variable

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	32843,133	1	32843,133	4612,497	,000 ^b
Residual	1780,117	250	7,120		
Total	34623,250	251			

a. Dependent Variable: Z

b. Predictors: (Constant), Y

The table above shows that $F_{count} > F_{table}$. ($4612,497 > 3,879$). This means that a simple linear regression model can be used in predicting the level of commitment to the profession of lecturers which is influenced by Job involvement.

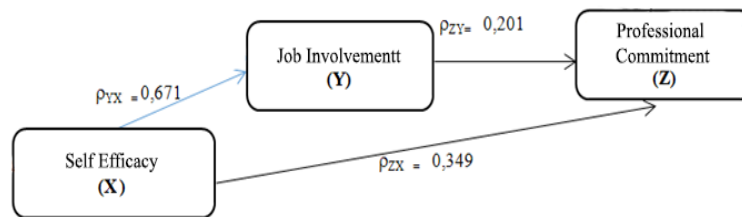


Figure 2: Path Analysis

Table 5
Result of regression analysis

No	Variable	Path coefficient	t_{count}	t_{table}	Hypothesis Test Decisions
1.	X to Z	0,349	2,748	1,969	There is a Positive Effect of Self-Efficacy on Professional Commitment
2.	Y to Z	0,201	2,794	1,969	There is a positive effect of Job Involvement on Professional Commitment
3.	X to Y	0,671	1,986	1,969	There is a Positive Effect of Self-Efficacy on Job Involvement
4	X to Z through Y	0,800			There is a Positive Effect of Self-Efficacy on Professional Commitment through Job Involvement

Based on the Regression Analysis Results above mentioned, it can be concluded that all research hypotheses were accepted. The present regression coefficient of self-efficacy on professional commitment ($\rho = 0,149$) had a similarly positive direction compared with prior related research by Sumual (2014), there is a positive effect of self-efficacy on professional commitment ($\Phi = 0.736$ $p < 0.05$).

The present regression coefficient self-efficacy on job involvement ($\rho = 0,671$) had a similar positive direction compared with prior related research by Srivastava, et.al, (2019), there is positive effect self-efficacy on *job involvement* ($\Phi = 0.793$ $p < 0.05$).

The present regression coefficient of job Involvement on professional commitment ($\rho = 0,201$) had similar positive direction with prior related research by Tariq, et.al., (2011), there is positive effect of job involvement on affective commitment ($\Phi = 0.59$ $p < 0.01$), there is positive effect job involvement on continuans commitment ($\Phi = 0.33$ $p < 0.01$), there is positive effect job involvement on normative commitment ($\Phi = 0.56$ $p < 0.01$).

The present regression coefficient self-efficacy on professional commitment through Job Involvement ($p = 0,800$) can be interpreted that Job Involvement had a positive role in the influence of self-efficacy on professional commitment.

CONCLUSION AND RECOMMENDATIONS

The scope of this study just used population and sample of lecturers 4 Private University in Bogor, and just studied two variables which are Self-Efficacy as independent variable and Job Involvement as intervening variable that influenced to Professional Commitment. We recommend for the next other studies to use lecturers at Private University in national scope and studied more variables that might influence the Professional Commitment.

The research results show that to strengthen professional commitment, it will be more effective through work involvement, therefore we recommend that universities strengthen work involvement by doing review employees' job descriptions, to improved supervisory system, to build more employees' teamwork, and to implement the effective employees' appreciation program.

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