

The effect of self efficacy on work engagement mediated by psychological well being in employed student

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Abstract

This study aims to analyze the effect of self-efficacy on work engagement with psychological well-being as a mediator in working students. The research sample was 216 students who were attending college at night and working full time, selected using purposive sampling technique. Data collection was carried out through a scale of self-efficacy, psychological well-being, and work engagement. The analysis used Structural Equation Modeling (SEM) method with SmartPLS software. The results showed that self-efficacy has a positive and significant effect on work engagement by 19% and on psychological well-being by 25%. Psychological well-being also positively and significantly affects work engagement by 44.3%. Additionally, psychological well-being mediates the relationship between self-efficacy and work engagement by 11.1%. Psychological well-being is proven to mediate the relationship between self-efficacy and work engagement. This shows that students with high levels of self-efficacy tend to have good psychological well-being, which in turn increases their work engagement. The practical implication of this research is the importance of increasing self-efficacy and psychological well-being to increase work engagement, especially in student workers. Educational institutions and companies are expected to design training programs that support the development of self-efficacy and psychological well-being of employees.

Keywords

Employed student, psychological well-being, self-efficacy, work engagement

Introduction

Human resources are the driving force in an organization. Human resources are the most important asset for the company. The worker is needed by the organization by prioritizing flexibility. Being a human resource for an organization needs to keep paying attention to the subjective well-being of each individual so that they can work optimally, exert their best efforts both physically and mentally, can work together effectively, and can contribute to realizing a goal of each company or organization (Bukit et al., 2017). One of the most supportive forms for the progress and development of a company is work engagement. Work engagement is one of the factors that can influence a condition, attitude or behavior of an employee towards work who has awareness and concern in carrying out their role in a company that can make the company grow (Tyas et al., 2021). Having good work engagement in the company can make employees deeply attached to caring about what they do and committed to doing their best for the company in order to build employee's trust to the company.

Work engagement plays an important role in improving the quality of employees in a company in order to achieve goals of the company. In addition, work engagement is a positive way to develop employees' achievement motivation, employees will tend to strive to do their duties as well as possible (Mardiana et al., 2023). Work engagement is a good source of motivation for employees to achieve higher and better engagement, commitment and performance and make companies able to compete in the market (Jayachandran et

al., 2021). Work engagement as the interaction of two groups of resources, namely work resources and personal resources, which encourage employees to focus and concentrate on their work. In this case, it will affect the company in achieving the goals (Mulyati et al., 2019).

Individual who has low work engagement will cause a decrease in enthusiasm and enthusiasm at work. In addition, individual who has low work engagement will tend to dislike their work which has an impact on the lack of responsibility for their work. Vice versa, if individual has high work engagement, they will have the ability to meet all demands with high self-confidence. So that workers who have high work engagement will work optimally. In accordance with expert opinion which states that high work engagement can provide self-awareness to contribute greatly to the organization (Qodariah, 2019).

Studying and working are two different things, on the other hand, they do support each other, but when done together there will be several negative impacts that occur when a student is unable to balance his work life and lectures. Students must be able to manage the time well that they have between college

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and work. Students who cannot manage their time well can backfire and disrupt the activities of both into a mess. Because the time that should be used by students to focus on college will be divided to focus on work as well (Assholekhah et al., 2023). In other studies also found that the obstacles faced by students who study while working part time are fatigue due to too many activities carried out so that they have less time to rest (Linggasari & Kurniawan, 2019). This tiredness or fatigue can interfere with the activities of students who study while working because they become less focused on doing tasks in college and in the company so that they do it carelessly so that student performance decreases. Maximum performance is a measure of the success of an employee, performance is actually influenced by personal aspects. One of the personal aspects that is considered capable of increasing one's contribution to the success of the organization and or industry is work engagement. Work engagement is important for companies because it serves as a guide to align the goals of an employee with the goals of the company (Ramadhan & Budiono, 2023).

There are factors that affect work engagement, namely self-efficacy. Employees must have a good way of self-assessment and understand their abilities and beliefs, an employee really needs self-efficacy in himself, because self-efficacy can increase the ability to do the tasks given by the company, so that the company runs optimally and work engagement in employees will increase. Self-efficacy is a belief in one's own abilities, the belief in success that is always achieved makes employees work harder and always deliver the best (Ilyas et al., 2020).

An employee who has high self-efficacy has the potential to increase employee work engagement in the company, because they have confidence in their abilities so that they will be enthusiastic about doing something and try to do their best in completing their tasks to the maximum. The sense of trust and confidence of employees in their ability to carry out a task affects the level of work engagement, the result of the formation of this trust makes employees feel more responsible and committed to their work (Meria et al., 2022). Employees with good self-efficacy have confidence and trust in their ability to overcome obstacles in the level of difficulty of the task at hand, so that they will be enthusiastic about doing something and try to do their best as individuals and as members of the company who try to complete a job to the maximum (Tyas et al., 2021). Higher levels of self-efficacy lead to increased self-esteem, self-confidence and consequently foster self-confidence when a person exerts his abilities and efforts in an effort to achieve goals and increase the level of commitment and motivation in that person during his work (Liu & Huang, 2019).

Low or high employee self-efficacy will also have a role in employee psychological well-being. It was also found in previous research that self-efficacy contributed as much as 27% to psychological well-being, which means that high self-efficacy will have an impact on high psychological well-being and vice versa, if the self-efficacy of the individual is low then the psychological well-being is also low (Mustikasari et al., 2019). Further research also obtained the results of self-efficacy which plays a positive role in psychological well-being (Suranto & Sugiarti, 2021). And other researchers also found that Self-Efficacy plays a role in employee

psychological well-being (Sumanta et al., 2023). In another study related to self-efficacy and well-being, it was found that self-efficacy can affect the high and low psychological well-being (De Caroli & Sagone, 2014). Self-efficacy pegs on how the individual's ability to foster determination in himself, has the ability to think about the steps needed to overcome existing tasks. High self-efficacy in each individual can make him keep trying to deal with all his problems even though the problems faced are not easy. Thus, the psychological well-being of individuals will increase because they are able to see these difficulties as a challenge, not as a threat. It was also found that there was an impact between self-efficacy and the psychological well-being of students (Utami et al., 2020).

High psychological well-being owned by students will have an impact on their work productivity, students can foster a more positive work attitude so that students are more serious in completing their work and will maximize their abilities and will feel engaged with their work. Psychological well-being can influence the emergence of a positive work attitude and increase employee productivity Robertson et al. (2012). These employees are highly motivated at work, feel that their work is meaningful, earnest, happy in doing their work, and feel that their job duties are a challenge (Schaufeli & Bakker, 2004). Agree with other experts that employees who have high engagement with their work will be happier with their existence in the organization, less interested in leaving the organization, and tend to tell others positive things about their workplace or organization (Kaswan, 2017).

Based on this explanation, the objectives of this study are as follows: (1) to determine the role of self-efficacy on work engagement, (2) to determine the role of self-efficacy on psychological well-being, (3) to determine the role of psychological well-being on work engagement, (4) to determine the role of self-efficacy on work engagement with psychological well-being as a mediator in individuals who undergo dual roles as students and workers

Method

Participants

A total of 216 participants were actively involved in this study obtained using purposive sampling technique. The proposed criteria are students who work as permanent employees who have a total of 8 hours of work a day In general, participants who are actively involved are 110 women (51%), 106 men (49%), the majority of participants are in the class of 2023, namely 73 people (34%), then there is a class of 2022 totaling 62 people (29%), the class of 2021 totaling 48 people (22%) and the least in the class of 2020 as many as 33 people (15%). Based on the length of service of respondents in the range of less than 1 year of service as many as 66 people (31%), in the range of 1-2 years of service as many as 92 people (43%), and a range of more than 2 years of service as many as 58 people (27%), in detail see table 1.

Research Instruments

Work engagement scale was used to measure the work engagement of employees who became participants in this study. This scale is adapted which consists of three aspects namely Vigor, Schaufeli, and Dedication and has a total of

Table 1. Demographic Data of Participants

Characteristics	Frequency	%
Generation		
2020	33	15
2021	48	22
2022	62	29
2023	73	34
Total	216	100
Age		
18-25 years	105	49
26-30 years	79	37
31-40 years	32	15
>40 years	0	0
Total	216	100
Sex		
Female	110	51
Male	106	49
Total	216	100
Tenure		
< 1 year	66	31
1-2 years	92	43
> 2 years	58	27
Total	216	100

Table 2. Validity Test Based on AVE

	Average Variance Extracted (AVE)
PWB	0.612
Self-efficacy	0.628
Work engagement	0.709

Table 3. Validity Test Based on Fornell-Larcker Criterion

	PWB	Self-efficacy	Work engagement
PWB	0.783		
Self-efficacy	0.250	0.792	
Work engagement	0.491	0.301	0.842

Table 4. Validity Test Based on HTMT

	PWB	Self-efficacy	Work engagement
PWB			
Self-efficacy	0.261		
Work engagement	0.475	0.299	

24 items with a reliability figure of $\alpha = 0.982$ (Schaufeli & Bakker, 2004). The way to fill in this scale using a Likert scale consists of 5 categories of answers, namely from point 5 is very appropriate to 1 is very inappropriate. Scoring the answers given by the subject in the measuring instrument by distinguishing favorable and unfavorable items, then inputting the answers to the research scale trial, reliability and validity tests into SPSS for windows version 26.

Psychological well-being scale is used to measure the well-being of employees who are participants in this study. This scale consists of six aspects, namely self-acceptance, positive relationships with others, autonomy, environmental control, life goals and self-acceptance and has a total of 22 items with a reliability value of $\alpha = 0.971$ (Ryff, 2008). The way to fill in this scale using a Likert scale consists of 5 categories of answers, namely from point 5 is very appropriate to 1 is very inappropriate. Scoring the answers given by the subject in the measuring instrument by distinguishing favorable and unfavorable items, then inputting the answers to the research scale trial, reliability and validity tests into SPSS for windows version 26.

Self-efficacy scale built with 3 aspects namely Magnitude, strength, generality (Bandura & National Inst Of Mental Health, 1986). With a total of 22 items and reliability of $\alpha = 0.971$. The way to fill in this scale using a Likert scale consists of 5 categories of answers, namely from point 5 is very appropriate to 1 is very inappropriate. Scoring the answers given by the subject in the measuring instrument by distinguishing favorable and unfavorable items, then inputting the answers to the research scale trial, reliability and validity tests into SPSS for windows version 26.

Data Analysis Techniques

Descriptive analysis is used to describe the conditions and characteristics of respondents' answers for each construct or variable studied. The results of descriptive analysis are

then used to obtain the tendency of respondents' answers regarding the condition of each construct or research variable. The information obtained from descriptive analysis is central tendency, dispersion, frequency distribution, percentable values and graphical presentation. To test the research objectives, the analytical technique used is the Structural Equation Model (SEM) method approach which is operated through the Partial Least Square (PLS) program using SmartPLS software. PLS is a structural equation model based on components or variance.

Result

Validity Test

In table 3, it can be seen that all variables have met the AVE criteria set, namely with a value of > 0.5 . This shows that based on the AVE criteria the validity has been met. Based on table 4, it is known that each indicator has the largest FLC value in its own latent construct compared to the FLC values in other constructs. This explains that the indicators used in this study have good discriminant validity in forming their respective variables. The results of discriminant validity test with the HTMT approach can be seen in Table 5. It can be seen that all values are less than 0.9, which implies that discriminant validity meets the requirements of the HTMT approach.

Significance Test

Self-efficacy plays a positive and significant role on work engagement with a coefficient value (original sample column) = 0.190, and significant with a T-statistic value = 3.369 > 1.96 , and P-values = 0.001 < 0.05 . Based on these results, it can be understood that self-efficacy is able to predict work engagement in the participants of this study. In addition, self-efficacy plays a positive and significant role on psychological well-being with a coefficient value (original sample column) = 0.250, and is significant with a T-statistic value = 3.841 > 1.96 , and P-values = 0.000 < 0.05 . Based on these results,

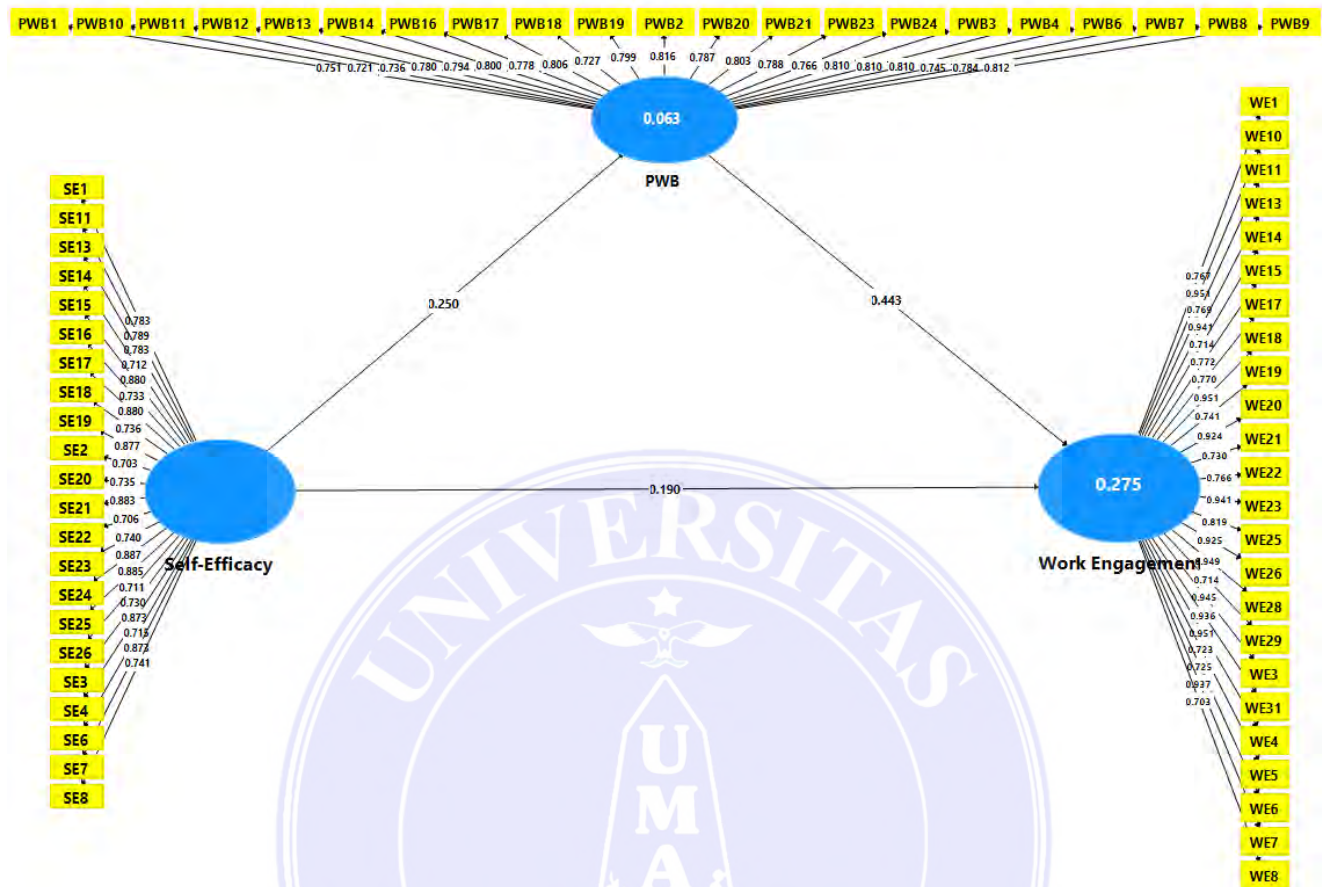


Figure 1. Validity test results based on outer loading values in a structural equation model, depicting the relationships between Self-Efficacy, Psychological Well-Being (PWB), and Work Engagement. The model consists of three latent constructs: Self-Efficacy, PWB, and Work Engagement, each measured by multiple observed variables (highlighted in yellow). The numerical values along the paths represent the outer loadings, indicating the strength of each indicator in measuring its corresponding latent construct. The path coefficients between constructs suggest the directional influence among variables, with Self-Efficacy positively affecting both PWB (0.250) and Work Engagement (0.190), while PWB has a stronger direct impact on Work Engagement (0.443). The values inside the blue circles represent the R-squared values, indicating the proportion of variance explained by the predictors.

Table 5. Significance Test of Direct Effect

	O	M	STDEV	O/STDEV	P Values
Self-efficacy -> Work engagement	0.190	0.192	0.056	3.369	0.001
Self-efficacy -> PWB	0.250	0.255	0.065	3.841	0.000
PWB -> Work engagement	0.443	0.448	0.049	8.973	0.000

Note. O = Original Sample, representing the estimated path coefficient in the model. M = Sample Mean, which is the average of bootstrapped sample estimates. STDEV = Standard Deviation, indicating the variability of the path coefficients across bootstrapped samples. t-Statistics (O/STDEV) represent the ratio of the path coefficient to its standard deviation, used to assess the significance of the relationship. Higher t-statistics indicate stronger and more statistically significant effects.

it can be understood that self-efficacy plays a positive and significant role in psychological well-being, so the hypothesis is accepted.

Psychological well-being plays a positive and significant role on work engagement with a coefficient value (original sample column) = 0.443, and significant with a T-statistic value = 8.973 > 1.96, and P-values = 0.000 < 0.05.

Based on these results, it can be seen that psychological well-being plays a positive and significant role in work

engagement, so the hypothesis is accepted. Based on the results of mediation test in the table, psychological well-being significantly mediates the relationship between self-efficacy and work engagement with a T-statistic value = 3.499 > 1.96 and P-Values = 0.001 < 0.05, it can be concluded that the hypothesis is accepted. It can also be seen from the results of the SRMR goodness of fit test, the SRMR value = 0.099 < 0.1, it can be understood that the model is declared FIT.

Table 6. Indirect Significance Test

	O	M	STDEV	O/STDEV	P Values
Self-efficacy -> PWB -> Work engagement	0.111	0.114	0.032	3.499	0.001

Notes. O = Original Sample, representing the estimated path coefficient in the model. M = Sample Mean, which is the average of bootstrapped sample estimates. STDEV = Standard Deviation, indicating the variability of the path coefficients across bootstrapped samples. t-Statistics (O/STDEV) represent the ratio of the path coefficient to its standard deviation, used to assess the significance of the relationship. Higher t-statistics indicate stronger and more statistically significant effects.

Discussion

The role of self-efficacy on work engagement

Self-efficacy plays a positive and significant role on work engagement, with a contribution of nineteen percent. So it can be concluded that when working students have good self-efficacy, work engagement behavior will also increase. Self-efficacy affects employee work engagement, when an employee's self-efficacy is high it will play a role in high employee work engagement, both of which are positively related (Rubianto & Kembaren, 2023). The results of this study are in line with research conducted by previous experts who found that higher self-efficacy has a positive and significant effect on work engagement (Saputra et al., 2024). The results of further research show similar results, namely that there is a positive and significant role between self-efficacy on work engagement (Sofiah & Kurniawan, 2019). In addition, it is reinforced by other research that there is a significant relationship between self-efficacy and work engagement, which can mean that the higher the level of self-efficacy owned, the employee will also have high work engagement (Mardiana & Wijowo, 2022). The results of this study further strengthen that individuals who have high self-efficacy will have a high level of work engagement as well. In line also with the results of other studies that describe high levels of self-efficacy leads to increased self-esteem, self-confidence and consequently fosters confidence when a person exerts his abilities and efforts to achieve goals and increases the level of commitment and motivation in that person in his work (Anam & Anggarani, 2023). This means that the lower the level of self-efficacy, the lower the level of work engagement, and vice versa. It is estimated that some employees think that if employees can realize self-efficacy at work, they will try to always achieve an increase in work engagement in the organization. This expression is supported by the findings of other researchers who explain that there is a significant role of self-efficacy on work engagement influencing each other where individuals with high self-efficacy will tend to perform tasks with more confidence thereby increasing work engagement (Saputra et al., 2024).

The role of self-efficacy on psychological well-being

Self-efficacy has a positive and significant role on psychological well-being, with a contribution of 25%, so the hypothesis is accepted. These results are in line with research that found that self-efficacy contributed as much as 27% to psychological well-being, where this means that high self-efficacy will have an impact on high psychological well-being and vice versa, if the self-efficacy of the individual is low then his psychological well-being is also low (Mustikasari

et al., 2019). Other studies have also found that self-efficacy has a positive and significant effect on psychological well-being (Suranto & Sugiarti, 2021). It was also found that self-efficacy affects the psychological well-being of employees (Sumanta et al., 2023). Research related to self-efficacy and well being found that self-efficacy can affect the high and low psychological well-being. Self-efficacy pegs on how the individual's ability to foster determination in himself, has the ability to think about the steps needed to overcome existing tasks. High self-efficacy in each individual can make him keep trying to deal with all his problems even though the problems faced are not easy (De Caroli & Sagone, 2014).

The role of psychological well-being on work engagement

Psychological well-being has a positive and significant role on work engagement, with a contribution of 44.3%, so the hypothesis is accepted. This is in line with the results of research which states that high psychological well-being will have an impact on employee work engagement. There is a positive relationship between psychological well-being and work engagement in government employees (?). Other research also states in line that explains psychological well-being as a predictor of work engagement (Şahin & Cankir, 2018). Psychological well-being has a positive influence on work engagement, where all dimensions of psychological well-being have a positive influence on work engagement (?). Other research results also show a highly significant positive relationship between psychological well-being and work engagement (Wati & Aulia, 2021). The higher the psychological well-being, the higher the work engagement owned by government employees, on the contrary, the lower the psychological well-being, the lower the work engagement owned by government employees. It is also explained that psychological well-being is proven to have an effect on work engagement, meaning that the higher the psychological well-being, the higher the work engagement owned by employees, on the contrary, the lower the psychological well-being, the lower the work engagement owned by employees (Utami et al., 2020). It was also found that psychological well-being on work engagement is positive and significant (Rokhim, 2023). In addition, it is reinforced by other studies whose results show a positive direction of relationship between the two variables and no negative sign is found. This also proves that between the psychological well-being variable and work engagement has a unidirectional relationship, in other words, if the higher the psychological well-being of the individual, the higher the work engagement that exists in him.

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The role of self-efficacy on work engagement through psychological well-being

Psychological well-being significantly mediates the relationship between self-efficacy and work engagement, so it can be concluded that the hypothesis is accepted. The more self-efficacy plays a positive and significant role, the more it plays a role in work engagement (Saputra et al., 2024). It was also found that self-efficacy has a role in employee psychological well-being (Sumanta et al., 2023). Another study also found that psychological well-being on work engagement is positive and significant (Rokhim, 2023). An employee who has high self-efficacy has the potential to increase employee work engagement in the company, because they have confidence in their abilities so that they will be enthusiastic about doing something and try to do their best in completing their tasks to the maximum. The sense of trust and confidence of employees in their ability to carry out a task affects the level of work engagement, the result of the formation of this trust makes employees feel more responsible and committed to their work (Meria et al., 2022). Low or high employee self-efficacy will also have an impact on employee psychological well-being. Other researchers found that self-efficacy contributed as much as 27% to psychological well-being, which means that high self-efficacy will have an impact on high psychological well-being and vice versa, if the self-efficacy of the individual is low then his psychological well-being is also low (Mustikasari et al., 2019). High psychological well-being owned by students will have an impact on their work productivity, students can foster a more positive work attitude so that students are more serious in completing their work and will maximize their abilities and will feel engaged with their work (Mustikasari et al., 2019). Psychological well-being can have an impact on positive work attitudes and increase employee productivity. Self-efficacy can also affect the high and low psychological well-being. The high self-efficacy of each individual can make him keep trying to deal with all his problems even though the problems faced are not easy (Robertson et al., 2012). Thus, individual psychological well-being will increase because the ability to see these difficulties as a challenge, not as a threat. High psychological well-being will have an impact on their work productivity, students can foster a more positive work attitude so that students are more serious in completing their work and will maximize their abilities and will feel engaged with their work. So by increasing psychological well-being will increase self-efficacy which will indirectly affect the level of work engagement.

Conclusion

Based on the results of the study, it can be concluded that all hypotheses proposed are accepted, namely Self-efficacy plays a significant positive role on work engagement and psychological well-being. Then psychological well-being plays a significant positive role on work engagement, and psychological well-being significantly mediates the relationship between self-efficacy and work engagement.

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Author contributions

All authors contributed to this research and approved it through to finalization.

Conflict of interest

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