

RELATIONSHIP BETWEEN SELF-EFFICACY, EMOTIONAL STABILITY AND PROCRASTINATION IN EMPLOYEES

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ABSTRACT

The low work discipline of employees is due to several factors, one of which is the delay in completing tasks that are owned or commonly known as procrastination. Self-confidence and emotional stability are some of the factors that can cause this procrastination to occur. Respondents in this study were 192 employees and used non probability sampling techniques. The questionnaire used is a scale adapted from the general self-efficacy scale of Schwarzer & Jerusalem (1998) which consists of 30 items, the neuroticism scale of the BTI was developed by Taylor and De Bruin (2004) which consists of 60 items and a pure procrastination scale Steel scale. (2010), which consists of 31 items. Based on data analysis using the Spearman correlation, it was found that there was a significant relationship between self-efficacy and procrastination among employees ($r = -0.271$; $p = 0.000$). There was a very significant relationship between emotional stability and procrastination in employees ($r = 0.522$; $p = 0.000$).

Keywords: Self-efficacy, Emotional Stability, Procrastination, Employees.