

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

Ratna Sari Fauzia¹, Seisca Suspa Handayani² & Tina Camelia Zonneveld³
fauziaratnasari@gmail.com¹, seisca89@gmail.com², tinacamelia.tt@gmail.com³
Magister of Psychology Science
Persada Indonesia University YAI Jakarta, INDONESIA

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.

PRELIMINARY

In a country, quality human resources are needed, especially in the development and development of the country itself, for example in Indonesia. Efforts to improve the quality of Indonesia's human resources are certainly an absolute requirement that must be done so that the Indonesian nation does not sink into the sea of world competition. Quality human resources are people who can support development, not a burden in development. Basically, humans who can support development are those who are able to develop their potential optimally and those who support development are those who can be beneficial and productive for the environment and for themselves, while humans who become burdens for development are those who cannot develop their potential optimally.

This is in accordance with the human development index data in Indonesia in 2011 (in www.topix.com) which states that the human development index in Indonesia is 0.617, placing Indonesia below the regional average and is ranked 124th out of 187 countries. These data indicate that the quality of human resources in Indonesia is quite concerning, so that efforts are needed to improve it. Efforts to increase human resources so that Indonesia is able to compete with other countries is by increasing the human performance itself in terms of productivity.

Indonesia, as a developing country, has increasingly complex challenges so that it requires the skills and personality of human resources who must be reliable and able to compete in the international arena. One of the things that makes the quality of human resources (HR) low in Indonesia is the aspect of work discipline, especially time discipline. The ideal use of time is time efficiency in carrying out tasks as well as showing time-respecting behavior, but in fact

in Indonesia many human resources are less able to handle the problem of time discipline by themselves. So that many of them should be able to explore themselves with the maximum productivity they have but in fact it is not optimal. The lack of maximal work performance of employees in a company due to their inability to manage the time they have can cause many factors that can occur, one of which is the occurrence of delays (procrastination). This is in accordance with research conducted by Tamim (in Burhanuddin, 2011) that only 40% of all employees in government agencies in Indonesia are truly professional at work. This can be seen from the behaviors displayed such as reading newspapers, chatting with colleagues while smoking cigarettes during working hours, going to coffee shops during working hours on the grounds of outside service. Conditions like this illustrate that postponement is one of the problems with the low human development index in Indonesia.

The term procrastination denotes a behavior that is not disciplined in the use of time. Procrastination behavior is a behavior that is considered a disease because the demands in the world of work require individuals to behave effectively and efficiently which is the opposite of procrastination behavior. Procrastination itself comes from Latin, namely *procastinare*. "Pro" is a forward movement and "castinus" is having tomorrow so procrastination can be interpreted as human behavior that procrastinates both tasks and jobs. In addition, procrastination is also described as a self-regulation style that involves delays in starting and completing a job (in Burka & Yuen, 2008).

Procrastination or this delay can occur to employees in completing their tasks and employees who do this delay are also known as procrastinators. The results of research conducted by Chu & Choi (2005) state that procrastinators can be divided into two types, namely, passive procrastinators and active procrastinators. Passive procrastinators are procrastinators in the traditional sense, the point is that they are paralyzed by their hesitancy to act and fail to complete tasks on time. Active or positive procrastinators are those who like to work under pressure and they make a deliberate decision to procrastinate. In addition, Lay (1986) also explained that procrastinator is divided into two, namely procrastinator and non-procrastinator. They are called procrastinators if they have problems doing something on time, because they are afraid of failing, have characteristics of a low need for achievement, have a feeling of inadequacy, and have low self-esteem. Meanwhile, non-procrastinators were found to be more positive in responding to their jobs, more confident in facing their tasks, and use less time in doing their jobs.

The results of research by Hammer & Ferrari (2002-2003) confirm the delays that occur to employees. In their research on 141 blue-collar workers (such as domestic helpers, salesmen, and other unskilled jobs) and white-collar workers (such as doctors, administrators, teachers, and skilled jobs), they found that white-collar workers are more procrastinating than blue-collar workers. This is because blue-collar workers feel less secure in their work and they believe that it is not easy to find a suitable job for them. Therefore, blue-collar workers reduce the delay by trying to reduce errors or behavior that could result in them being fired.

There are several things that are thought to affect the occurrence of delays in employees, including less attractive work they have to do, difficult tasks or sometimes tasks that need to be done that require more time and effort than other tasks, self-efficacy. low and the influence of the big five personality is quite large. In the research data, it is explained that past delayed tasks are more due to the difficulty of the task to be done and because they do not have clarity on how to complete the task but, if they have completed the task they believe it will have a positive impact (Wilson, 2012). If you look at the explanation of the results of this study,

another cause that is very influential on procrastination is low self-efficacy, this is in accordance with the results of the discussion which explains that low self-efficacy is related to the occurrence of delay or procrastination (Wilson, 2012). Self-efficacy or self-belief itself has the meaning described by Bandura (Freist & Freist, 2002) is people's belief in their ability to carry out some control measures or their own function over environmental events. In addition, according to him, someone who has high self-efficacy, then he is able to carry out something that has the potential to change environmental events, while someone who has low self-efficacy is basically unable to carry out consequential behavior. , so it can be said that employees who have high self-confidence can easily develop their productivity and creativity and vice versa. According to Chu & Choi (2005), the role of self-efficacy in procrastination is also quite diverse, for example, such as in passive procrastinators the role of self-efficacy is quite low compared to its role in active procrastinators even though there is no significant difference between passive procrastinators and active procrastinators.

Furthermore, if we look at other causes of procrastination, namely the big five personality. Big five personality consists of openness, conscientiousness, extraversion, agreeableness and neuroticism. Each of personality has an influence on procrastination with the strength of the influence that is different. And in this discussion, the relationship between procrastination and emotional stability will be more visible. Emotional stability or what is often called neuroticism, where it is explained that emotional instability is positively related to procrastination, meaning that employees who are emotionally unstable will easily delay than employees who are emotionally stable. Emotional instability can be seen from the employee's attitudes such as anxiety, sensitivity, easily overwhelmed in managing their emotions and easily frustrated (in Eggen, Hendriks, Bosker and Van der Werf, 2010).

LITERATURE REVIEW

Solomon and Rothblum (1984) revealed that procrastination is not merely a deficit in terms of learning habits or time management, but involves complex interactions or involves behavioral, cognitive and affective components. Another thing is also expressed by Steel (2007) that procrastination is an act of delaying that someone voluntarily takes to an activity even though they realize that the delay will have a bad impact.

According to Bandura (1994) perceived self-efficacy is defined as people's beliefs about their ability to produce work rates that have an influence on events that affect their lives.

Emotional stability or better known as neuroticism in the big five personality according to Costa and Widiger (2002) is a dimension that describes the level of an individual's chronicness in emotional adjustment and stability.

Another opinion in Eysenck's theory (in Pevin & John, 1997) explains that neuroticism is one end of the introversion-extraversion dimension of personality characterized by the disposition to achieve friendliness, impulsivity and risk-taking.

HYPOTHESIS

H⁰¹. There is a relationship between self-efficacy and procrastination in employees.

H⁰². There is a relationship between emotional stability and procrastination for employees.

RESEARCH METHODS

Variable Identification

The variables used in this study consisted of independent and dependent variables. The two types of variables are as follows:

1. Independent variable (X): Self Confidence. The measurement of self-efficacy uses the general self-efficacy scale developed by Schwarzer & Jerusalem (1995) and then modified by the researcher. Adapted using the dimensions of self-efficacy by Bandura (1977) these dimensions are level, strength (strength), and generality level.
2. Independent Variable (X): Emotional Stability. In this study, the measuring instrument used is an adaptation of the neuroticism of BTI measurement tool developed by Taylor and De Bruin (2004). Consisting of 60 items, this measuring tool is adapted from four dimensions, namely affective instability, depression, self-consciousness and anxiety.
3. Dependent variable (Y): Delay. The delay measurement tool used is an adaptation of the pure procrastination measuring instrument developed by Steel (2010). This procrastination tool provides a delay field with an enhanced measurement base. Then this measuring tool is adapted by using the dimensions of the delay (procrastination) proposed by Steel (2007).

Research Respondents

Respondents in this study were employees. The sample or respondents in this study were male and female employees in a company. The sampling technique in this study is non probability sampling. Non-probability sampling is a sampling technique in which not every member of the population has the opportunity to be selected as a sample (Purwanto, 2008).

Data Collection Technique

Data collection techniques in this study using a questionnaire. In the questionnaire, there is a scale of self-confidence, emotional stability and delay which refers to the Likert scale model.

Data Analysis Method

Hypothesis testing in this study uses Pearson's Bivariate Product Moment correlation test which is used to test the relationship of self-efficacy (x) as the first independent variable, emotional stability (x) as the second independent variable and based on procrastination (y) as the dependent variable. Product Moment Correlation is a hypothesis testing technique for two variables that measures the relationship between these variables with the help of the IBM SPSS statistic version 22.0 program.

RESULTS AND DISCUSSION

This study aims to examine the relationship between self-efficacy, emotional stability and procrastination in employees. In the results of the correlation test research that has been carried out, it is known that there is a relationship between self-efficacy and procrastination ($r = -0.271$; $p = 0.001$). This shows that a lack of self-confidence in individuals has a relationship with delays in completing tasks that must be done. The opinion above is in accordance with the results of research conducted by Chow (2011) showing that the lack of individual tasks or domains of self-confidence can result in delays in completing tasks.

Apart from self-efficacy, emotional stability is also considered to have a connection with procrastination. The results of the correlation test study showed that there was a relationship between emotional stability and procrastination ($r = 0.522$; $p = 0.001$). This confirms the statement of Solomon and Rothblum (1984) that a delay is said to be a procrastination, if this

delay is done on an important task, it is done repeatedly on purpose, causing a feeling of discomfort. This also causes a person's emotional stability to be low.

CONCLUSION

Based on the results of this study, it is known that the hypothesis in this study is accepted, meaning that there is a relationship between self-efficacy and procrastination in employees, which shows a correlation of 0.271 with a significance level of 0.001 and there is a relationship between emotional stability and emotional stability. delay (procrastination) on employees which shows a correlation of 0.522 with a significance level of 0.001.

SUGGESTION

Based on the research results, the suggestions that can be given are as follows:

1. Suggestions for Further Research

The next researchers who want to research about procrastination, are advised to pay attention to other variables that also influence procrastination such as cultural factors and attitudes. Because these variables can affect the relationship of the independent variables under study to procrastination. This is important to note so that the research objectives can be achieved.

2. Advice for Employees

Employees who often delay in completing their tasks will worsen their work performance in the company. So that this does not happen, the employee must increase self-confidence in the abilities they have in order to be able to complete their duties correctly and on time. In addition, employees must also be able to control their emotions in order to remain stable in the various circumstances they receive in the company so that they do not affect the tasks they have to do.

BIBLIOGRAPHY

- Aleem, S. 2005. *Emotional Stability Among Youth College*. Journal of The Indian Academy of Applied Psychology, Vol. 31, No 1-2, 100-102.
- Azwar, S. 2012. *Compilation of 2nd Edition Psychological Scale*. Yogyakarta: Student Library.
- Bandura, A. 1982. *Self Efficacy Mechanism in Human Agency*. American Psychologist, Vol. 37, No. 2.
- Bandura, A. 1977. *Self-Efficacy: Toward a Unifying Theory of Behavioral Change*. Psychological Review, Vol. 84, No. 2, PP. 191-21.
- Bandura, A. 1994. *Self-Efficacy*. In V. S. Ramachaudran (Ed), *Encyclopedia of Human Behavior (Vol. 4, pp. 71-81)*. New York: Academic Press.
- Burhanuddin, H. 2011. *Procrastination Disease (Postponing Work)*. Kompasiana article.
- Burka, J.B & Yuen, L.M. 2008. *Procrastination: Why You Do It, What To Do About It Now*. United States of America: Da Capo Press a Member of The Perseus Books Group.
- Celli, F & Rossi, L. 2012. *The Role of Emotional Stability in Twitter Conversations*. France. Association of Computational Linguistics.
- Chu, A.H.C & Choi, J.M. 2005. *Rethinking Procrastination: Positive Effects of "Active" Procrastination Behavior on Attitudes & Performance*. Journal of Social Psychology, 145 (3), 245-264.
- Costa, P.T & Widiger, T.A. 2002. *Personality Disorders & the Five Models of Personality Second Edition*. Washington D.C. American Psychological Association.

- Eggens, L., Hendriks, A.A.J., Bosker, R.J. & Van der Werf, M.P.C. 2010. *Personality, Procrastination, Achievement Motivation and Academic Attainment*. Journal of Research in Personality.
- Feist, J. & Feist, G.J. 2002. *Theories of Personality Fifth Edition*. USA. Mc.Graw- Hill Companies.
- Ferrari, J.R., Johnson, J.L. & McGrown, W.G. 1995. *Procrastination & Task Avoidance: Theory, Research and Treatment*. New York: Plenum Press.
- Goldberg, L.R. 1992. *The Development of Markers For The Big-Five Factor Structure*. Psychological Assessment. No. 1, Vol. 4, P. 26-42.
- Goodwin, C.J. 2002. *Research in Psychology Methods & Design Third Edition*. USA: John Willey & Sons.
- Hammer, C.A. & Ferrari, J.R. (2002-2003). *Differential Incidence of Procrastination Between Blue-Collar Workers & White-Collar Workers*. Current Psychology: Developmental, Learning, Personality, Social. Vol. 21, No. 4 Winter 2002-2003.
- Halim, F.W., Zainal, A., Khairudin, R., et al. 2011. *Emotional Stability and Conscientiousness as Predictors Towards Job Performance*. Pertanika, J. Soc. Sci. & Hum, 19 (S): 139-145.
- Indonesia's Human Development Index Drops*. 2011. www.Topix.com.
- Lay, C.H. 1986. *At Last My Research Article on Procrastination*. Journal of Research in Personality, Vol 20, 474-495.
- Pajares, F. & Urdan, T. (eds). 2006. *Adolescent Self-Efficacy vol.5 in the Adolescence and Education Series*. Greenwich, CT Information Age Publishing.
- Pervin, L.A. & John, D.P. 1997. *Personality: Theory and Research (8th ed)*. New York: John Willey & Sons. Inc.
- Purwanto, M.Pd. 2008. *Quantitative Research Methods for Psychology and Education*. Yogyakarta. Offset Student Library.
- Rahardjo, W. 2011. *Procrastination Awakening and Avoidance: Relation to Employee Self Efficacy*. Semnas The Role of Psychology in Boundaryless Organizations: Strategies to Prepare Talented Human Resources. Semarang.
- Schwarzer, R. & Jerusalem. 1998. *Generalized Self-Efficacy Scale*. In J. Weinman, S. Wright & M Johnston (eds). Windsor.UK.
- Solomon, L.J. & Rothblum, E.D. 1984. *Academic Procrastination: Frequency and Cognitive Correlates*. Journal of Counseling Psychology. Vol. 81. No.4.
- Steel, P. 2007. *The Nature of Procrastination: A meta-analytic and Theoretical Review of Quintessential Self-Regulatory Failure*. Psychological Bulletin, 133 (1), 65-94.
- Steel, P. 2010. *Arousal, Avoidant and Decisional Procrastinators: Do they exist ?*. Personality and Individual Differences, 48, 926-934.
- Taylor, N. & Debruin, G.P. 2004. *Basic Traits Inventory: Technical Johannesburg*. South Africa: Jupie Van Rooyen & Partners SA.
- Utaminingsih, S. & Setyabudi, I. 2012. *Personality Type and Academic Procrastination in High School "X" Tangerang Students*. Journal of Psychology Vol. 10 No.1.
- Wilson, B.A. 2012. *Belonging to Tomorrow: an Overview of Procrastination*. International Journal of Psychological Studies, Vol. 4 No.1