

**The Effect of Implementing E-Performance and *Self-Efficacy*  
on the Performance of Employees with Integrity as Moderation  
Variables**

**(Case Study at the Secretariat General of the Ombudsman of the Republic of  
Indonesia)**

**By Bimo Hadisaputro**

*Abstract*

This research was conducted using tests through quantitative methods which aimed to determine the effect of implementing e-performance and *self-efficacy* on employee performance with integrity as a moderating variable carried out at the employees of the Secretariat General of the Ombudsman of the Republic of Indonesia. Respondents in this study were 115 employees, with sampling using the slovin approach formula with an error rate of 5%. The analysis technique used is the path analysis method and data processing is done through SmartPLS 3.0. The results of testing this study were obtained (1) e-performance has a positive and significant effect on the performance of employees of the Secretariat General of the Ombudsman of the Republic of Indonesia. (2) *Self-efficacy* has a positive and significant effect on the performance of employees of the Secretariat General of the Ombudsman of the Republic of Indonesia. (3) e-performance which is moderated by integrity has no effect and is not significant but still has a positive influence on the performance of the employees of the Secretariat General of the Ombudsman of the Republic of Indonesia. (4) *Self-efficacy* moderated by integrity does not have a positive and insignificant effect on the performance of the employees of the Secretariat General of the Ombudsman of the Republic of Indonesia. (5) Integrity has a positive and significant effect on the performance of employees of the Secretariat General of the Ombudsman of the Republic of Indonesia.

**Keywords:** E-Performance, *Self-Efficacy*, Integrity, and Employee Performance.

**Pengaruh Penerapan E-Kinerja dan *Self-Efficacy* terhadap  
Kinerja Pegawai dengan Integritas sebagai Variabel Moderasi  
(Studi Kasus pada Sekretariat Jenderal Ombudsman Republik Indonesia)  
Oleh Bimo Hadisaputro**

*Abstract*

Penelitian ini dilakukan dengan menggunakan pengujian melalui metode kuantitatif yang bertujuan untuk mengetahui antara pengaruh dari penerapan e-kinerja dan *self-efficacy* terhadap kinerja pegawai dengan integritas sebagai variabel moderasi yang dilakukan pada pegawai Sekretariat Jenderal Ombudsman Republik Indonesia. Responden pada penelitian ini sebanyak 115 pegawai, dengan pengambilan sampel menggunakan rumus pendekatan slovin dengan taraf kesalahan sebesar 5%. Teknik analisis yang digunakan yaitu dengan metode path analisis dan pengolahan data dilakukan melalui SmartPLS 3.0. Hasil dari pengujian terhadap penelitian ini ialah diperoleh (1) e-kinerja berpengaruh positif dan signifikan terhadap kinerja pegawai Sekretariat Jenderal Ombudsman Republik Indonesia. (2) *Self-efficacy* berpengaruh positif dan signifikan terhadap kinerja pegawai Sekretariat Jenderal Ombudsman Republik Indonesia. (3) e-kinerja yang dimoderasi oleh integritas tidak memberikan pengaruh dan tidak signifikan namun masih memberikan pengaruh yang positif terhadap kinerja pegawai Sekretariat Jenderal Ombudsman Republik Indonesia. (4) *Self-efficacy* yang dimoderasi oleh integritas tidak memberikan pengaruh positif dan tidak signifikan terhadap kinerja pegawai Sekretariat Jenderal Ombudsman Republik Indonesia. (5) Integritas berpengaruh positif dan signifikan terhadap kinerja pegawai Sekretariat Jenderal Ombudsman Republik Indonesia.

**Kata Kunci :** E-Kinerja, *Self-Efficacy*, Integritas, dan Kinerja Pegawai.