

***THE EFFECTS OF SELF EFFICACY, COMPETENCY ON
QUALITY OF WORK LIFE AND WORK ENGAGEMENT
(SURVEY OF MILLENIALS GOVERMENT EMPLOYEE AT
BPSDM MINISTRY OF LAW AND HUMAN RIGHTS)***

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Abstract

The purpose of this quantitative research that aim to determine the influence of self efficacy and competence of quality of work life and work engagement. The millenial employees of BPSDM Ministry of Law and Human Rights became the population in this study. The number of samples used in this study was 126 respondents, using the simple random sampling method. Data is collected by distributing questionnaires. The analysis technique used is Structure Equation Models (SEM) with Partial Least Square (PLS). The result of this study indicate (1) Self efficacy has not effect on work engagement with a path coefficient of 0,129. (2) Competency has an effect on work engagement with a path coefficient of 0,045. (3) Self efficacy has not effect on quality of work life with a path coefficient of 0,133. (4) Competency has an effect on quality of work life with a path coefficient of 0,442. (5) Quality of work life has an effect on work engagement with a path coefficient of 0,639.

Keywords: *Self Efficacy, Competency, Quality of Work Life, Work Engagement*

**PENGARUH *SELF EFFICACY*, *COMPETENCY* TERHADAP
QUALITY OF WORK LIFE DAN *WORK ENGAGEMENT*
(PADA ASN MILENIAL BPSDM KEMENTERIAN HUKUM
DAN HAM)**

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Abstrak

Tujuan dari penelitian kuantitatif ini adalah untuk mengetahui pengaruh *Self Efficacy* dan *Competency* terhadap *Quality of Work Life* dan *Work Engagement*. Pegawai milenial BPSDM Kementerian Hukum dan HAM menjadi populasi pada penelitian ini. Jumlah sampel yang digunakan dalam penelitian ini sejumlah 126 responden, dengan menggunakan metode *simple random sampling*. Pengambilan data dilakukan dengan menyebarkan kuesioner. Teknik analisis penelitian ini menggunakan analisis *Structure Equation Models* (SEM) dengan menggunakan *Partial Least Square* (PLS). Penelitian ini menunjukkan bahwa (1) *Self efficacy* tidak berpengaruh terhadap *work engagement* dengan nilai koefisien jalur sebesar 0,129. (2) *Competency* berpengaruh signifikan terhadap *work engagement* dengan nilai koefisien jalur sebesar 0,045. (3) *Self efficacy* tidak berpengaruh terhadap *quality of work life* dengan nilai koefisien jalur sebesar 0,133. (4) *Competency* berpengaruh signifikan terhadap *quality of work life* dengan nilai koefisien jalur sebesar 0,442. (5) *Quality of work life* berpengaruh signifikan terhadap *work engagement* dengan nilai koefisien jalur sebesar 0,639.

Kata Kunci : Efisiensi Diri, Kompetensi, Kualitas Urip Kerja, Keterlibatan Kerja