

Unraveling Self-Confidence: Exploring Locus of Control, Learning Mindset, and Workplace Environment in the Lariang Mamasa Watershed Management Center, Indonesia

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Abstract. The concept of locus of control represents an individual's belief regarding the origins of events affecting them, constituting a facet of their personality. This research aimed to explore how three factors—locus of control, learning orientation, and workplace environment—jointly influence self-efficacy. The study collected primary data via a survey method, encompassing 45 employees with a minimum tenure of one year as of December 2022. Data collection spanned from December 2022 to February 2023, with analysis conducted using the SPSS24 software. The research employed multiple linear regression analysis, validating and ensuring the reliability of the data, while also testing classical statistical assumptions. Hypothesis testing involved F and t tests, comparing calculated results with statistical tables. The findings indicate that locus of control, learning orientation, and workplace environment collectively impact self-efficacy, suggesting that enhancing these aspects can bolster one's confidence. Additionally, each variable—locus of control, learning orientation, and workplace environment—exhibited a significant individual influence on self-efficacy. Proper management of each variable can foster heightened levels of trust. Furthermore, the analysis suggests that learning orientation plays a predominant role in influencing self-efficacy among the three variables studied.

Keywords: competency, compensation, performance, HRM