

Analysis of Self Efficacy Measuring Tool on Work-Life Balance in Generation Z Employees

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Abstract

Work-life balance is a condition in which employees can balance their personal and work responsibilities, in this case the focus is on employees who are generation Z. This study was conducted to see how much self-efficacy to create work-life balance in generation Z employees. In addition, this research was carried out to get the right measurement indicators related to self-efficacy in the work-life balance phenomenon in generation Z. This study referring to Bandura's theory of self-efficacy by using data analysis techniques that use discrimination and confirmation. This study involved 136 subjects and obtained the results that the item that has a high level of uniqueness and is considered ideal for measurement in this study is the 6th item, which is about the relationship between family emotional support and self-efficacy that can create work-life balance.

Keywords: self efficacy, work life balance, z generation

Introduction

In recent years, the world of work has been colored by the arrival of Generation Z or Gen Z. According to Bencsik, Csikos, & Juhaz (2016), Generation Z, who was born between 1995 and 2012, has different characteristics from the millennial generation who are now adults and many have become parents. Gen Z is known as a generation that is very open to new insights, especially in terms of technological developments. They are also known as a generation that is more individualistic, adapts quickly in the world of work, and has great ambitions to progress and succeed. The presence of Gen Z in the world of work requires companies to pay attention to how Gen Z builds different communications in the

organization, their work styles, and their needs so that their talents and abilities can be optimally applied in the company. (A.W. Kaligis & Caroline, 2021).

Generation Z highly values the balance between work and personal life. They tend to look for jobs that allow them to maintain this balance, including aspects of salary and social interaction outside of the workplace. If companies provide flexibility in working hours, remote work options, or a good leave program, they are likely to last longer and make a long-term contribution. (Nabilla Fauziah et al., 2024). According to research conducted (Argawal & Vaghela, 2018) *Work-life* balance is an important aspect for Generation Z in working in a company, which ultimately supports the achievement of optimal performance. When individuals have a stable work-life balance, this has a positive impact on their psychological and emotional state, which in turn increases employee engagement. (Karolina & Saryatno, 2024).

Work-life balance is a condition in which employees can balance their personal and work responsibilities, which in turn can increase loyalty and productivity at work. Maintaining this balance is very important for employees, as difficulties in reconciling work and family life due to long working hours and very stressful and tiring work can negatively impact physical and mental health, including the risk of depression (Larastrini & Adnyani, 2019)

The phenomenon of work-life balance has a relationship with Self-efficacy, which is a set of beliefs that influence individual decision-making and the actions they choose. Researchers argue that a person's behavior and their accomplishments are often more predictable by their beliefs about their own abilities than by what they are actually capable of accomplishing.

Self-efficacy is a perception of what a person has about how useful they are in a certain situation. *Self-efficacy* is related to belief in a person's ability to perform the expected action. *Self-efficacy* is self-assessment, how individuals can do what is necessary. *Self-efficacy* describes self-assessment, how to describe ideals as they

should be ideal (achievable), therefore *Self-efficacy* is different from aspirations. Robbins (2013) said that *Self Efficacy* is a factor that affects work motivation to achieve a certain goal. (Rachmawati et al., n.d.)

This adapted measuring tool is a *self-efficacy* scale compiled by Dr. James and E. Mandzux from George Mason University which is based on Albert Bandura's Stanford theory. (Bandura on Hidayati, 2019) defines *self-efficacy* as an individual's belief that he or she can master the situation and obtain positive results. Bandura also called self-confidence one of the most powerful determinants of behavior change, *self-efficacy* causes individuals to take the first action towards their goals, motivates them to make consensual efforts, and self-success gives them the strength to keep performing in the face of adversity.

Based on the Bandura theory, which has a *self-efficacy* scale, it has been developed to have significant urgency in various contexts, especially in the world of psychology, education, and human resource development. Based on Bandura's theory, there is some urgency of *the self-efficacy* scale regarding planning and achieving goals. One can plan realistic goals and determine the necessary steps by knowing the level of *self-efficacy* for its achievement. This scale helps in career planning, education, and achieving life goals. Skill Development, identification of the level of self-efficacy within a specific area can help individuals focus on developing the necessary skills and competencies. It can increase motivation and perseverance in achieving achievements.

Stress management, a high level of *self-efficacy* can help individuals cope with stress and stress. This scale can be used as an evaluation tool to identify areas where further support or development may be needed. Career Development, a *self-efficacy* scale can be helpful in planning and managing career development. A good level of self-confidence can motivate individuals to take on greater responsibilities and challenges. (Himmah & Shofiah, 2021)

Literature Review

Self efficacy is the belief that a person has in their ability to achieve success for their performance according to the goal. A person's self efficacy will be different from one another, because the dimensions of self efficacy, including the level, strength and generality that a person has, are different. The beliefs that a person has about his abilities will affect behaviors, motivation and emotions (Choirunissa et al., 2020)

People who have high confidence in their own abilities will feel more optimistic and will try hard to involve themselves in the activities of the organization than someone who has low self-confidence. A person who has high self-efficacy can ignore negative responses, in contrast to someone who has low self-efficacy, they actually easily absorb the negative feedback received, making it easier to become more down and unconfident (Destari & Suwandi, 2023).

In the context of the world of work, employees who have high creative self-efficacy are employees who are able to solve problems creatively, are confident that they can provide and develop new ideas, and are able to accommodate ideas from others (Diptya Baswara, 2023).

The operational definition of *Self Efficacy* is the belief in the individual that he or she has the ability to make decisions to shape the right behavior in a special situation in order to produce real results according to the individual's wishes. (Diptya Baswara, 2023)

The operational definition of *work-life balance* is the ability of individuals in a tied situation, but able to balance roles to fulfill responsibilities for work, family responsibilities, personal responsibilities and in social life outside the family and work. *Work-life balance* was measured using a scale with the shape of the Likert scale and an open questionnaire made by the researcher. The *work-life balance*

scale is composed of three aspects, namely, *time balance*, *involvement balance*, and *satisfaction balance* (Diptya Baswara, 2023)

Bandura (1997) defines self efficacy as an individual's belief that he or she can master the situation and obtain positive results. Bandura also called self-confidence one of the most powerful determinants of behavior change, self-efficacy causes individuals to take the first action towards their goals, motivates them to make consensual efforts, and self-success gives them the strength to keep performing in the face of adversity. (Suharsono & Istiqomah, 2014)

The *self-efficacy* scale used based on Bandura's theory can provide an in-depth view of an individual's perception of how to assess their self-abilities, which in turn can have a positive impact on motivation, performance, and psychological well-being. The purpose of the test adaptation is to test the validity and reliability of *the self-efficacy* scale. Compiling the norm of *the self-efficacy* scale is by using the percentile score of factor analysis. (Suharsono & Istiqomah, 2014)

Research Methods

The subject of this study consisted of 136 respondents who were obtained according to the characteristics needed in this study, namely employees who are classified as 12-27 years old or are generation Z, to the respondents were given 6 items. The measurement uses a Likert scale model consisting of 5 answer choices. The data collected from the measurement results were analyzed using the discriminatory power and confirmatory analysis approach, the discriminatory power was carried out to drop items that were not correlated. And confirmation is carried out to find items that are relevant to the subject in the phenomenon.

Blue Print Self Efficacy terhadap Work Life Balance.

Bandura (1997) proposed several aspects including *Level*, *Generality*, and *Strength*.

Tabel 1. Blue Print Skala *Self Efficacy*

Dimensions/aspects	Indicator	Aitem
Level	Individual confidence in completing work and running a personal life.	a. I am confident that I will complete the work that has become part of my responsibility. b. I can commit to completing the work that has been given.
Generality	Confidence in their ability to reconcile work and personal life (cognitive and behavioral aspects).	a. I can divide my time in doing the work given by my boss with the hobby routine that I do every day. b. I can work on the priority first.
Strength	Strength in the ability to carry out work and personal life well.	a. My success depends on my hard work and the motivation I have. b. Sometimes the emotional support I receive from a member or close family affects the work I run.

Results and Discussion

These results show that the measurement tool has sufficient validity and is reliable to identify self-efficacy among Generation Z employees. So that this measurement can be relied on to identify self-efficacy among Generation Z employees. Data analysis shows that each item has good discriminatory power, able to clearly distinguish between individuals with different levels of self-efficacy.

Table 2. Descriptive Statistics

	total
Valid	132
Missing	0
Mean	26.008
Std. Deviation	4.394
Minimum	6.000
Maximum	30.000

Based on the descriptive table above, there are 132 valid observations without any data being lost. The average data value was 26,008 with a standard deviation of 4,394, indicating a moderate spread of values from the mean. The minimum value is 6,000 and the maximum value is 30,000, indicating significant variation in the data. Most data values ranged from 21,614 to 30,402, with the majority of values being closer to the mean. Overall, the data showed significant variation, but still tended to cluster around the high mean.

Table 3. Measurement Fit Indicator

Metric	Value
Root mean square error of approximation (RMSEA)	0.178
RMSEA 90% CI lower bound	0.129
RMSEA 90% CI upper bound	0.230
RMSEA p-value	2.838×10^{-5}
Standardized root mean square residual (SRMR)	0.062
Hoelter's critical N ($\alpha = .05$)	49.023
Hoelter's critical N ($\alpha = .01$)	62.497
Goodness of fit index (GFI)	0.992
McDonald fit index (MFI)	0.868
Expected cross validation index (ECVI)	0.625

Metric	Value
Expected Cross Validation Index (ECVI)	1.381
$0.05 \leq \text{RMSEA} \leq 0,08$	(Tidak Fit)
$0,05 < \text{SRMR}$	(Fit)
$0,95 \leq \text{GFI} \leq 1.00$	(Fit)

The match index used in this study, namely RMSEA (Root Mean Square Approximation) using a norm of 0.05 – 0.08, the RMSEA value can be said to have a good match value. In the measurement table 1.4 it can be seen that the RMSEA score is 0.178 this shows that the score can be declared unfit and unacceptable, this can be seen in table 1 it can be seen that the RMSEA score should not be ≤ 0.5 and should not ≥ 0.08 . If RMSEA is among them, it can be said that the research measurement model is unacceptable (Hair et al., 2010).

This study also refers to the SRMR (Standardized Root Mean Residual) score, SRMR is the standardized residual average value. The SRMR value ranges from 0 – 1 and a model is said to be fit if it has a value of <0.05 . In the table, it can also be seen that the SRMR score is 0.062, which indicates that the score can be declared fit and acceptable, this can be seen in the table of others fit measures 1.5. It can be seen that the SRMR score should not be < 0.05 . Because the SRMR score is above the score, it can be said that the research measurement model is acceptable (Hair et al., 2010)

In addition, this study also uses GFI (Goodness of Fit Index) measurement, No other statistical test is associated with GFI, it only serves as a compatibility guideline. The GFI value range is from 0 – 1, the higher the GFI value means that the model has a better fit. Previously, GFI values above 0.90 were categorized as having a good match. However, there is an argument that the GFI value needs to reach 0.95. The development of other index matches has led to a reduction in the frequency of use of GFI as a compatibility guideline. In the table, it can be seen that the GFI score is 0.992, which indicates that the score can be declared fit and acceptable, this can be seen in the table of others fit measures 1.5. It can be seen that the GFI score should not be ≤ 0.95 & should not ≥ 1.00 . Therefore, from the score received, it can be said that the measurement model in this study can be accepted or fit (Kline, 2015).

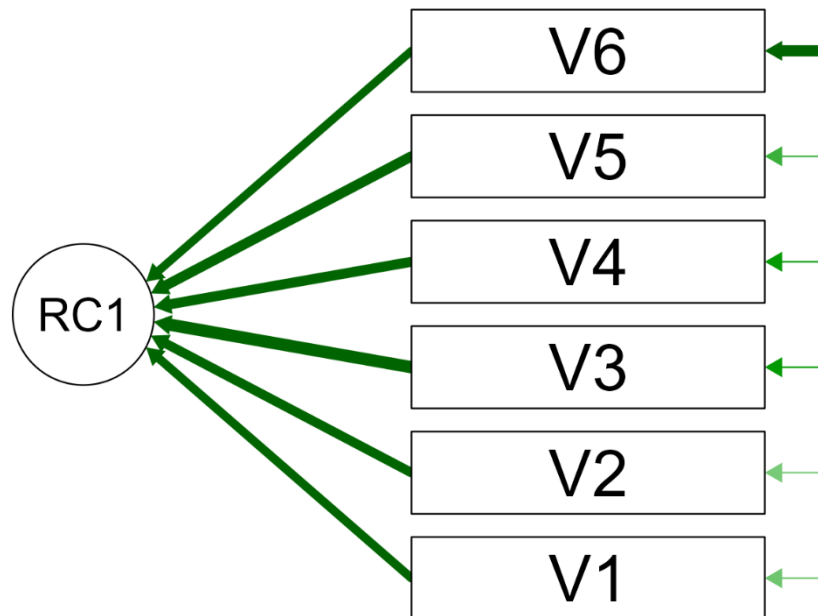
Table 4. Variable Measurement

	RC1	Uniqueness
V3	0.833	0.399
V5	0.747	0.309
V4	0.741	0.394
V2	0.717	0.211
V1	0.686	0.228
V6	0.668	0.791

Note. Applied rotation method is promax.

Table 4 shows that variables 1-5 show a score of <0.05 where the score to achieve ideal uniqueness is >0.05 . So it is only fulfilled by variable 6. Therefore, it can be concluded that variable 6 is the most appropriate variable for measurement in this study.

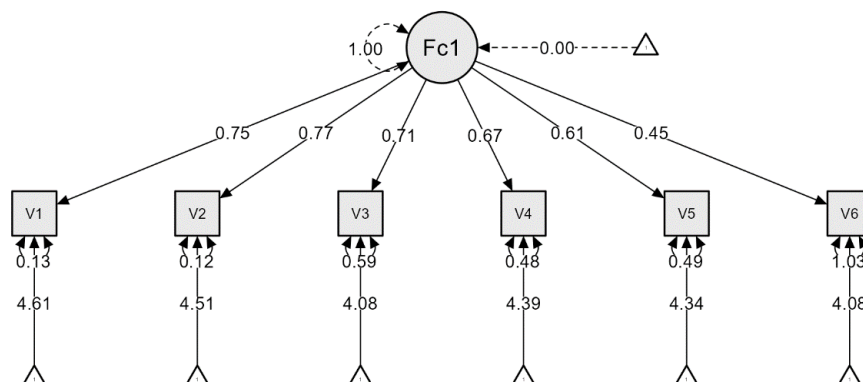
Fig.1 Path Diagram 6 Measurement Items



From the RC1 path diagram, it shows that there are no measurement items whose strength is not optimal to measure self-efficacy in the work-life balance phenomenon or means that the strength of each item is optimal because it has a value of >0.05 . So all the grains have optimal strength for measurement. The items represent items 1 to 6 which contain the function of measuring the level of confidence, commitment, time management, priority scale, motivation and social support that can be measured from the subject.

Fig.2

Fc1



The figure above shows that items 1 to 5 show a high correlation because they are in the range of >0.05 and <0.08 while item 6 shows a score of 0.45 and is below the ideal minimum value of correlation. However, the item is not discarded because it has a high level of uniqueness and meets the criteria compared to other items.

In this study, the assessment of the fit of the measurement model using several fit indices showed varying results. First, RMSEA (Root Mean Square Error of Approximation), which is ideally in the range of 0.05 to 0.08, shows a value of 0.178. This value indicates that the model is not fit and unacceptable because it does not meet the ideal criteria.

Then measurements were carried out by analysis using SRMR (Standardized Root Mean Residual) resulting in a value of 0.062, meeting the minimum criterion of 0.05. Therefore, this value is still considered acceptable and fit in the context of the research model. SRMR measures a standardized residual mean, where smaller values indicate a better fit. A value of 0.062 indicates that the model still has a slight mismatch, but overall it can still be considered adequate. This indicates that

although there are some aspects that are less than perfect, the measurement model is still feasible to use and provides reliable results.

In addition, a GFI (Goodness of Fit Index) value of 0.992 indicates an excellent fit. This high GFI value indicates that the model has an excellent match with the existing data, which is between 0.90 to 0.95. This indicates that the measurement model is able to accurately represent the data structure. Overall, although the RMSEA values indicate a mismatch, good SRMR and GFI values indicate that the measurement model is still acceptable and fit in the context of this study. The combination of these results suggests that the measurement model, although not perfect, is still feasible for further analysis.

This study also shows that only item 6 meets the ideal criteria for uniqueness, which is >0.05 , while the other variables do not. This indicates that the 6th variable is the most appropriate variable for measurement in this study. In addition, the RC1 path diagram shows that all measurement items have optimal strength in measuring self-efficacy in the context of work-life balance, with a value of >0.05 . This signifies that all items, which include confidence, commitment, time management, priority scale, motivation, and social support, have optimal strength in the measure.

Even though item 6 has a correlation below the ideal minimum value, this item is still not discarded because it has a high level of uniqueness and meets the criteria better than other items. Thus, the measurement model used in this study can be considered quite adequate even though there are some indicators that are less than ideal.

Conclusion

This study succeeded in developing a self-efficacy measurement tool that refers to the Bandura theory with 6 items designed to evaluate the self-efficacy of generation Z employees in the context of work. This study was conducted to

measure what items are appropriate to measure the level of self-efficacy in generation Z employees. This study involved 136 Generation Z employees from various industry sectors, the results of the analysis showed that all items had a high discriminatory power, able to clearly distinguish between individuals with different levels of self-efficacy. It can be concluded that the self efficacy scale and the items used are proven to be all items that can be used to measure the level of self efficacy, but in item 6 has a high level of uniqueness which means that the item is the one that best describes the measurement of self efficacy.

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