THE EFFECT OF LOCUS OF CONTROL, WORK-LIFE BALANCE AND SELF-EFFICACY ON EMPLOYEE PERFORMANCE AT PT. BIMA SATRIA MANDIRI, LHOKSEUMAWE CITY

Rozhatul Saufa[1]*, Sullaida[2], A Hadi Arifin[3], Marbawi[4]

[1234] Department of Management, Malikussaleh University, Lhokseumawe, Indonesia
*Corresponding Author gmail: rozhatul.210410069@mhs.unimal.ac.id

ABSTRACT

This study aims to examine the influence of Locus of Control, Work-Life Balance, and Self-Efficacy on employee performance at PT. Bima Satria Mandiri, Lhokseumawe City. This study used a quantitative approach with simple random sampling technique and involved 94 respondents. Data were collected through questionnaires and analyzed using multiple linear regression with SPSS 25 software. The results showed that the three independent variables had a positive and significant partial effect on employee performance. This finding emphasizes the importance of self-control, Work-Life Balance, and self-confidence in improving performance. The limitation of the study lies in the scope that only covers one company. These results imply that companies need to pay attention to psychological factors and Work-Life Balance as part of their performance development strategy. This study offers a contribution through the integration of three psychological variables in the context of a local company that is still rarely studied.

Keywords: Locus of Control, Work-Life Balance, Self-Efficacy, Employee Performance

1. INTRODUCTION

The rapid development of globalization has brought significant changes to various industrial sectors, including the construction industry, which plays a crucial role in infrastructure development in Indonesia. This sector relies not only on technological advances and financial strength, but also on competent and high-performing human resources to remain competitive in an increasingly dynamic business environment. Employee performance is a key indicator of organizational success, particularly in the construction sector, which faces high-pressure work environments, tight deadlines, and complex field conditions.

Employee performance reflects the extent to which an individual successfully carries out assigned tasks in accordance with organizational responsibilities and standards. High performance significantly contributes to organizational growth, while poor performance can hinder success. Therefore, understanding the factors that influence employee performance is crucial for effective human resource management.

PT. Bima Satria Mandiri, a general contractor in Lhokseumawe City, faces challenges in managing employee performance. Initial observations indicate disparities, such as low self-

ISSN: 3047-969X
DOI : 10.29103/icofeb.v3i1.1281

confidence among some employees, a lack of precision in work output, and frequent delays in meeting deadlines. These findings underscore the need to investigate internal factors that influence employee performance.

One psychological factor believed to influence performance is Locus of Control (LoC), which refers to an individual's belief that outcomes are determined by internal factors (ability, interest, and effort) or external factors (luck, socioeconomic conditions, or the influence of others). Previous research has yielded mixed findings . Some studies have found that Locus of Control has a positive effect on performance (Widya, 2023; Malau et al., 2024), while others have found its effect to be negative and insignificant (Hendri & Kusuma, 2021).

At PT. Bima Satria Mandiri, some employees attribute their success to personal ability and effort, while others attribute it to luck, economic background, or the influence of others. This indicates a variation in internal and external LoC orientations, which can influence initiative and independence in completing tasks.

Besides LoC, another factor that also influences is Work-Life Balance (WLB) , which is defined as the ability to maintain a balance between professional duties and personal life. Employees with poor WLB often experience stress, emotional exhaustion, or role conflict, which negatively impact performance. Although some studies have found that WLB has a significant effect on employee performance (Rhizenda et al., 2023; Aisyah et al., 2023), other studies have not found a significant correlation. (Turangan et al., 2022; Rifai & Syahreza, 2024).

Field observations indicate that some employees struggle to manage their time, feel burdened by multiple responsibilities, or experience psychological exhaustion. However, companies have also strived to create a work culture that supports employee social life, such as organizing group activities and self-development activities outside of work hours. This can be an opportunity to strengthen WLB comprehensively.

The third factor is Self-Efficacy , which refers to an individual's belief in their ability to successfully complete a task. Employees with strong Self-Efficacy are typically more confident, optimistic, rational, and responsible, even in stressful situations . Research shows that Self-Efficacy has a positive relationship with employee performance (Mallisa et al ., 2022; Mahawati & Sulistiyani, 2021), while some studies show the opposite (Prasetyono et al ., 2023).

Employees at PT. Bima Satria Mandiri generally demonstrate confidence in their technical abilities, and some are capable of making independent decisions. However, individuals are still found to be hesitant, lacking objectivity, or not fully taking responsibility for their work results. This indicates that strengthening Self-Efficacy is still needed to ensure more equitable and optimal employee performance.

By considering the three psychological factors of Locus of Control , Work-Life Balance ,

ISSN: 3047-969X
DOI : 10.29103/icofeb.v3i1.1281

and Self-Efficacy , as well as the challenges observed at PT. Bima Satria Mandiri, it is important to conduct empirical and systematic research. This study aims to empirically test its impact on employee performance. The findings are expected to contribute to the literature by clarifying previous inconsistencies and providing actionable insights for human resource management.

2. LITERATURE REVIEW

2.1 Locus of Control

Locus of Control is a belief held by an individual in controlling the events that occur in his life (Anam et al., 2022). Meanwhile, research (Aryoko et al., 2022) states that Locus of Control is an individual's sense of control over their work and their belief in their own success. The higher an individual's belief in internal control, the more likely they are to set challenging goals and consistently strive to achieve them. Based on the opinions of several experts above, it can be concluded that Locus of Control is a measure of the extent to which an individual believes that life events can be handled through self-control or external control.

Locus of Control (LoC) is a psychological concept that explains the extent to which individuals believe they have control over the events that occur in their lives. Aryoko et al., (2022) divide LoC into two dimensions: internal and external. Internal LoC is where individuals believe that their actions determine outcomes, a dimension that can be measured based on ability, interest, and effort. Meanwhile, external LoC is where individuals perceive outcomes to be largely influenced by uncontrollable external factors such as fate, socioeconomic conditions, or the influence of others. The formation of LoC is influenced by three main factors: family, age and gender, and social factors (Akmalia, 2020).

2.2 Work-Life Balance

Work-Life Balance is a person's ability to balance and feel a sense of satisfaction between the time and emotional involvement devoted to work and their personal life (Mardiani & Widiyanto, 2021). Work-Life Balance is a state of balance between an individual's personal life and work life, where they will not forget their duties and obligations at work or neglect all aspects of their personal life (Arifin & Muharto, 2022). Based on the definitions above, it can be concluded that Work-Life Balance occurs when a person can optimally balance their responsibilities at work and their personal life without neglecting either one.

Based on research by Aisyah et al., (2023), Work-Life Balance consists of 4 dimensions, including: Work Interference with Personal Life (WIPL), Personal Life Interference with Work (PLIW), Personal Life Enhancement of Work (PLEW), and Work Enhancement of Personal Life (WEPL). Then, factors such as time management, activity planning, and fatigue levels also influence Work-Life Balance (Lukmiati et al ., *2020).* Work-Life Balance indicators include the

ISSN: 3047-969X
DOI : 10.29103/icofeb.v3i1.1281

balance of time between work and personal life, responsibilities towards family and work, social involvement, time for hobbies, and mental balance (Ardiansyah & Surjanti, 2020; Mahardika et al., 2022).

2.3 Self-Efficacy

Self-Efficacy Theory was first proposed by Bandura as one of the main aspects of social cognitive theory, which defines Self-Efficacy as a person's belief in their ability to perform a task at a certain level of performance, thereby influencing situations that affect their lives (Lestari & Kusuma, 2024). Self-Efficacy is an individual's belief in their ability to face various situations, carry out tasks, and complete work well (Pulungan & Rivai, 2021). Based on the description above, it can be concluded that Self-Efficacy is a form of self-confidence in one's ability to face pressure and obstacles in all aspects of life, developed through experience, learning, and reflection.

Self-Efficacy is an individual's belief in their ability to complete a task or achieve a specific goal. Rhizenda et al., (2023) divides Self-Efficacy into three dimensions: magnitude (the level of difficulty a task is believed to be able to complete), strength (the level of confidence in success in completing a task), and generality (the scope of confidence across various tasks and contexts). Factors influencing Self-Efficacy include past performance , vicarious experience , verbal persuasion , and emotional cues *(*Rhizenda et al., 2023). Meanwhile, indicators of Self-Efficacy according to Mahawati and Sulistiyani (2021) include belief in one's own abilities, optimism, objectivity, responsibility, rationality, and a realistic attitude in dealing with situations.

2.4 Employee Performance

Employee performance is an achievement obtained by employees in a company that can benefit both the company and individual employees for their abilities (Anam et al., 2022). In addition, performance is defined by (Hendriyani et al., 2024) as a person's overall ability to work in such a way as to achieve work goals and various targets that have been set with sacrifices that are relatively smaller compared to the results achieved. Based on the opinions above, it can be concluded that employee performance is a work result achieved by an individual or group in an organization within a certain period of time, which is assessed based on the quality and quantity of work and suitability with the responsibilities given.

Employee performance is the overall result of ability, effort, and opportunity in completing tasks according to their responsibilities. According to Jaya (2022), employee performance consists of three main dimensions, namely work results that include achievements in quantity and quality, work behavior that reflects attitudes and actions in carrying out roles, and personal traits that are individual characteristics that influence performance, which can be formed through

ISSN: 3047-969X
DOI : 10.29103/icofeb.v3i1.1281

training and experience. Putri et al., (2023) identified several factors that influence employee performance, including attitude and mentality, education, skills, management style, income level, salary and health, social security, work climate, facilities and infrastructure, technology, and opportunities for achievement. The employee performance indicators in this study refer to Mallisa et al., (2022), which include quantity, quality, timeliness, effectiveness, and independence.

2.5 Conceptual Framework and Hypothesis

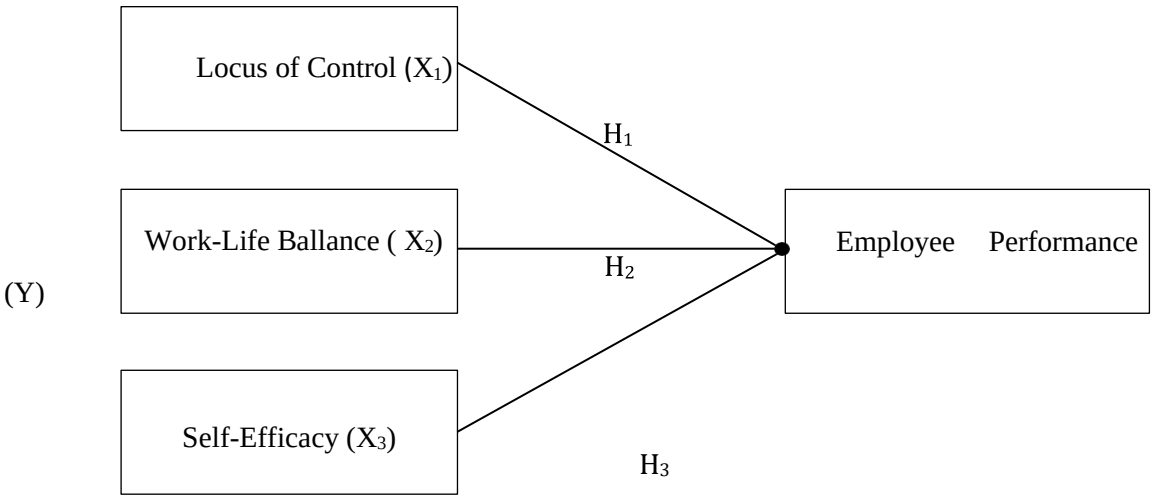


Figure 1
Conceptual Framework

Hypothesis:

H_1 : Locus of Control has a positive and significant effect on employee performance.

H_2 : Work-Life Balance has a positive and significant effect on employee performance.

H_3 : Self-Efficacy has a positive and significant effect on employee performance.

3. RESEARCH METHODS

3.1 Types of Research

This study employed a quantitative research design, where numerical data were collected and statistically analyzed to test predetermined hypotheses. Data were obtained through structured questionnaires, direct observation, and interviews, allowing for systematic measurement of variables. The primary focus of this study was on objective measurement and statistical testing to determine relationships between variables.

3.2 Population & Sample

The population of this study consisted of all 123 employees of PT. Bima Satria Mandiri. The sampling technique used was Simple Random Sampling, which provides an equal opportunity for

ISSN: 3047-969X
DOI : 10.29103/icofeb.v3i1.1281

each member of the population to be selected. Using the Slovin formula with a 5% margin of error, the sample size was determined to be 94 respondents:

$$n = \frac{N}{1 + Ne^2}$$

Information:

n = Number of samples

N = Amount population

e = Tolerable error level or margin of error (5%).

3.3 Data Sources

This study used primary data collected directly from PT. Bima Satria Mandiri employees through questionnaires, structured interviews, and observations. The questionnaire was structured using a Likert scale and included several statements designed to measure each research variable. Validity and reliability tests were conducted before the instrument was distributed to ensure its accuracy and consistency.

Data collection began on June 2, 2025, with questionnaires distributed directly to employees. Structured interviews were also conducted with selected respondents to gain deeper insights, and direct observations provided a contextual understanding of the work environment.

4. RESULTS & DISCUSSION

4.1 Results

a. Validity Test

The validity test in this study is based on the value (df) = n – 2 = 94–2 = 92 with an $r_{table\ value}$ of 0.202. The results of the study in table 1 below show that all items for the variable Independently obtained results of $r_{calculated} > r_{table,}$ which means it is valid and worthy of further analysis.

Table 1
Validity Test Results

Statement	r_{hitung}	r_{tabel}	Information
Variables Locus of Control (X_1)			
LOC1	0,755	0,202	Valid
LOC2	0,764	0,202	Valid
LOC3	0,712	0,202	Valid
LOC4	0,734	0,202	Valid
LOC5	0,617	0,202	Valid
LOC6	0,535	0,202	Valid
Variables Work-Life Balance (X_2)			
WLB1	0,813	0,202	Valid
WLB2	0,790	0,202	Valid

ISSN: 3047-969X
DOI : 10.29103/icofeb.v3i1.1281

WLB3	0,784	0,202	Valid
WLB4	0,865	0,202	Valid
WLB5	0,877	0,202	Valid
Variables Self-Efficacy (X_3)			
SE1	0,877	0,202	Valid
SE2	0,834	0,202	Valid
SE3	0,802	0,202	Valid
SE4	0,821	0,202	Valid
SE5	0,838	0,202	Valid
SE6	0,844	0,202	Valid
Variable Employee Performance (Y)			
K1	0,599	0,202	Valid
K2	0,763	0,202	Valid
K3	0,598	0,202	Valid
K4	0,757	0,202	Valid
K5	0,501	0,202	Valid

Source: Processed data, (2025)

b . Reliability Test

A variable is considered reliable if its Cronbach's Alpha ($\alpha > 0.60$) (Ghozali, 2021). All variables exceeded the threshold, confirming the instrument's high reliability. The results of this study can be seen in the following table:

Table 2
Reliability Test Results

Variables	***Croncbach's Alpha***	**Limitation**	**Information**
Locus of Control (X_1)	0.774	0.60	Reliable
Work-Life Balance (X_2)	0.883	0.60	Reliable
Self-Efficacy (X_3)	0.913	0.60	Reliable
Performance Employee (Y)	0.650	0.60	Reliable

Source: Processed data, (2025)

c. Normality Test

A normal data distribution will form a straight diagonal line, and if the data is normally distributed, the data distribution shown will follow the diagonal line (Ghozali, 2021). Normality testing was performed using the Normal P-Plot Regression Standardized Residual. From description the so can seen on picture following This:

ISSN: 3047-969X
DOI : 10.29103/icofeb.v3i1.1281

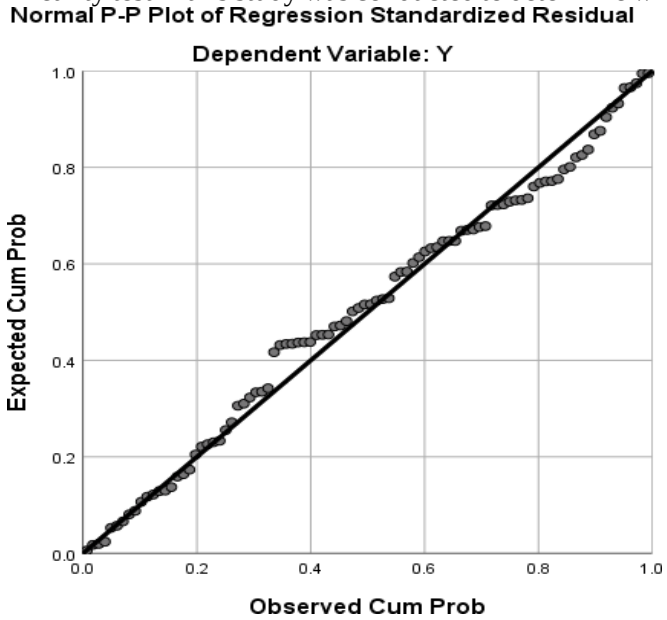
Figure 2

Normal P Plot

Source: Output Results SPSS, 2025

d. Multicollinearity Test

The multicollinearity test in this study was conducted to determine whether there is a strong



relationship between the independent variables in the regression model. Based on Table 3 below, all independent variables have a tolerance value > 0.10 and a Variance Inflation Factor (VIF) value < 10. This indicates that there are no multicollinearity problems in the research data, so the regression model is suitable for use in further analysis.

Table 3

Multicollinearity Test Results

Model		*Collinearity Statistics*	
		Tolerance	*VIF*
1	(Constant)		
	Locus of Control (X_1)	0.999	1,001
	Work-Life Balance (X_2)	0.999	1,001
	Self-Efficacy (X_3)	0.999	1,001

Source: Results Output SPSS, (2025)

e. Heteroscedasticity Test

The heteroscedasticity test is carried out to see whether there is inequality of variance in the regression model. Based on Figure 3 below, the points are randomly distributed above and below the zero line without forming any particular pattern. This indicates that there is no heteroscedasticity problem in this study.

ISSN: 3047-969X
DOI : 10.29103/icofeb.v3i1.1281

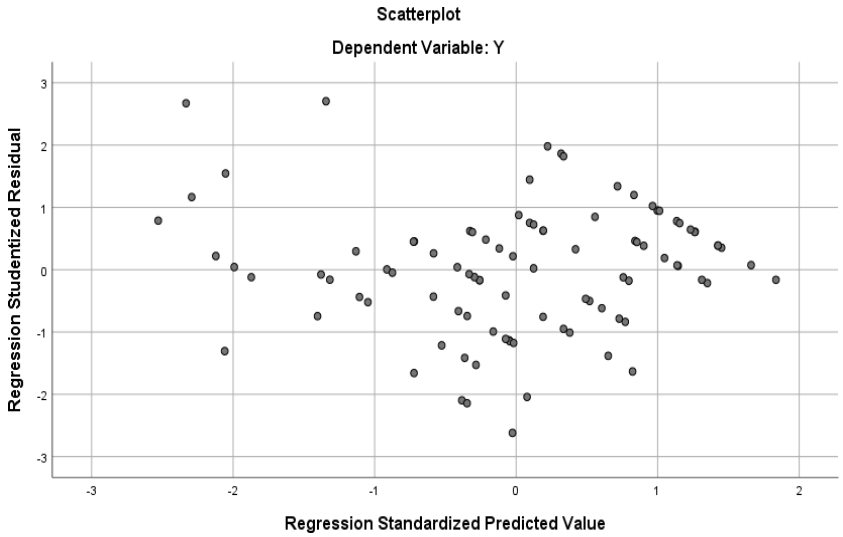


Figure 3
Scatterplot
Source: Results Output SPSS, 2025

f. Multiple Linear Regression Test

The technique used in this study is a multiple linear regression equation to determine the direction of the relationship between Locus of Control , Work-Life Balance and Self-Efficacy on employee performance at PT. Bima Satria Mandiri, Lhokseumawe City. The results of the multiple linear regression analysis are presented in Table 4 below:

Table 4
Multiple Linear Regression Test

		Unstandardized Coefficients		*Standardized Coefficients*		
	Model	B	Std. Error	Beta	*T*	Sig.
1	(Constant)	3,083	1,634		1,886	.062
	Locus of Control	.564	.047	.760	11,979	.000
	Work-Life Balance	.108	.037	.186	2,937	.004
	Self-Efficacy	.084	.033	.163	2,564	.012

a. Dependent Variable: Performance Employee
Source: Results SPSS output, (2025)

Based on the output in Table 4 above, it can be seen that the value is obtained from the multiple linear regression analysis equation below:

$$\mathbf{Y = 3.083 + 0.564\ X_1 + 0.108\ X_2 + 0.084\ X_3 + e}$$

g. Test of the Coefficient of Determination (R^2)

The coefficient of determination test is used to determine the extent to which the independent variables explain the dependent variable. Based on Table 5 below, the R-square

ISSN: 3047-969X
DOI : 10.29103/icofeb.v3i1.1281

value of 0.799 indicates that 79.9% of the variation in the dependent variable can be explained by the independent variables in the model. Meanwhile, the remaining 20.1% is explained by factors outside the research model.

Table 5
Results of the Coefficient of Determination

Model	R	R Square	*Adjusted R Square*	*Std. Error of the Estimate*
1	.799 [a]	.638	.626	1.45763

1. Predictors: (*Constant*), Self-Efficacy , Locus of Control , Work-Life Balance
2. Dependent Variable: Performance Employee

Source: SPSS output, (2025)

h. F Statistical Test

The F test is used to determine whether the independent variables simultaneously have a significant effect on the dependent variable. Based on Table 6 below, the $F_{calculated}$ value of 52.891 is greater than the F_{table} of 3.10, with a significance level of 0.000 < 0.05. This indicates that H_0 is rejected and H_a is accepted, so it can be concluded that the independent variables together have a significant effect on the dependent variable.

Table 6
F Test Results

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	337,129	3	112,376	52,891	.000 [b]
	Residual	191,222	90	2.125		
	Total	528,351	93			

a. Dependent Variable: Performance Employee
b. Predictors: (Constant), Self-Efficacy , Locus of Control , Work-Life Balance

Source: SPSS output, (2025)

i. Hypothesis Testing

The t-test is used to determine the influence of each independent variable individually. partial effect on the dependent variable. Based on Table 7 below, all independent variables in this study are proven to have a positive and significant effect on employee performance at PT. Bima Satria Mandiri, Lhokseumawe City, as indicated by a $t_{calculated}$ greater than the t_{table} and a significance value below 0.05.

ISSN: 3047-969X
DOI : 10.29103/icofeb.v3i1.1281

Table 7
Result of t-statistic test

Model	$t_{\text{calculated}}$	t_{tabel}	Sig.
Locus of Control	11,979	1,986	0,000
Work-Life Balance	2,937	1,986	0.004
Self-Efficacy	2,564	1,986	0.012

a. Dependent Variable: Performance Employee
Source : Data processed, (2025)

4.2 Discussion

1. The Influence of Locus of Control on Employee Performance at PT. Bima Satria Mandiri, Lhokseumawe City

The results of the study show that Locus of Control has a positive and significant influence on employee performance. Employees with a strong internal Locus of Control (LoC) believe that their actions determine outcomes, motivating them to take initiative and take responsibility for their work. This finding is in line with Mallisa et al., (2022), Akmalia (2020), and Aryoko et al., (2022), who reported that LoC increases motivation and performance.

2. The Influence of Work-Life Balance on Employee Performance at PT. Bima Satria Mandiri, Lhokseumawe City

Statistically, the analysis results show that Work-Life Balance also exhibits a positive and significant relationship with employee performance. Employees who manage their personal and professional lives effectively tend to be more productive, focused, and satisfied with their work. This finding supports the study by Mardiani & Widiyanto (2021), which emphasized the role of WLB in improving organizational performance.

3. The Influence of Self-Efficacy on Employee Performance at PT. Bima Satria Mandiri, Lhokseumawe City

Self-Efficacy was found to have a significant positive effect on performance. Employees with higher confidence in their abilities can handle tasks more effectively, even under pressure. This is in line with studies by Prasetyono et al., (2024), Lestari & Kusuma (2024), and Rizal et al., (2024), which highlight the important role of Self-Efficacy in improving work performance.

Overall, the findings confirm that the psychological factors *of* Locus of Control, Work-Life Balance, and Self-Efficacy are important determinants of employee performance at PT. Bima Satria Mandiri.

ISSN: 3047-969X
DOI : 10.29103/icofeb.v3i1.1281

5. CONCLUSION

Based on the results and discussion, several conclusions can be drawn as follows:

1. Locus of Control has a positive and significant influence on employee performance. Employees with a strong sense of internal control tend to take responsibility for their work outcomes, leading to improved performance and higher motivation.
2. Work-Life Balance significantly improves employee performance. Employees who maintain a balance between their professional and personal roles tend to be more focused, productive, and satisfied, which positively contributes to organizational success.
3. Self-Efficacy positively correlates with employee performance. Confidence in one's own abilities plays a crucial role in effectively managing tasks and facing challenges in the workplace.
4. Simultaneous Effects: Collectively, Locus of Control, Work-Life Balance and Self-Efficacy contribute significantly in explaining variations in employee performance.

REFERENCE

Aisyah, C., Suryaningsih, A., & Putri, D. A. (2023). *The Effect of Work Life Balance on Employee Performance in Manufacture Companies (Case Study at PT. Gemilang Mitra Sejahtera). Journal of Contemporary Administration and Management (ADMAN), 1*(1).

Akmalia, N. A. (2020). Pengaruh *Locus of Control* (Lokus kendali), *Self Efficacy* (Efikasi firi, dan Lingkungan kerja Terhadap Kinerja Karyawan di Bank Syariah Mandiri Wilayah Bogor. In Universitas Islam Negeri Syarif Hidayatullah Jakarta. https://doi.org/10.1016/j.jnc.2020.125798%0A

Anam, C., Arie Pradana, & Mokhammad Wahyudi. (2022). Pengaruh *Locus of Control,* Gaya Kepemimpinan, Stres Kerja dan Beban Kerja Terhadap Kinerja Karyawan. *Jurnal Education and development, Vol.10 No.3*, 78– 83.

Ardiansyah, C. A. & Surjanti, J. (2020). Pengaruh *Worklife Balance* Terhadap Kinerja Karyawan Melalui Komitmen Organisasional Pada Karyawan PT. Bhinneka Life Indonesia Cabang Surabaya. *Jurnal Ilmu Manajemen, 8(4),* 1211-1221.

https://doi.org/10.26740/jim.v8n4.p1211-1221.

Arianty, N., Julita, & Rahmad Bahagia. (2020). Pengaruh *Self Efficacy* Dalam Upaya Meningkatkan Kemandirian Usaha UKM Di Kecamatan Percut Sei Tuan. *Jurnal Ilmu Ekonomi dan Studi Pembangunan*, *20*(2).

https://doi.org/10.30596/ekonomikawan.v%vi%i.5697

Aryoko, Y. P., Kharismasyah, A. Y., & Maulana, I. (2022). Kepuasan Kerja, *Locus of Control* dan *Self-Efficacy*: Pengaruhnya terhadap Kinerja Karyawan. JSSH (Jurnal Sains Sosial Dan Humaniora), 6(2), 101. https://doi.org/10.30595/jssh.v6i2.14892

Ghozali. 2021. Aplikasi Analisis Multivariate Dengan Program IBM SPSS 25 Edisi 9.

ISSN: 3047-969X
DOI : 10.29103/icofeb.v3i1.1281

Deepublish

Hendri, Made, & Candra Kirana Kusuma. (2021). Pengaruh Gaya Kepemimpinan, *Locus of Control*, Komitmen Organisasi Dan Budaya Organisasi Terhadap Kinerja Karyawan Di Roy Sentoso Collection. Jurnal Inovasi Penelitian, 4.

Jaya, Andi Tenri. (2022). Pengaruh Dimensi Lingkungan Kerja Terhadap Kinerja Karyawan pada PT. Adira Multi Finance TBK Cabang Makassar. POINT: Jurnal Ekonomi Dan Manajemen, 4(1), 1-14. https://doi.org/10.46918/point.v4il.137

Lestari, A. P., & Kusuma, A. B. (2024). Pengaruh Self Efficacy Dan Pengembangan Karir Terhadap Kinerja Karyawan Pada PT. AMYTHAS. *Jurnal Manajemen Dan Bisnis, 1-15.*

Lukmiati, R., Samsudin, A., & Jhoansyah, D. (2020). *Pengaruh Work Life Balance Terhadap Kinerja Karyawan Pada Karyawan Staff Produksi Pt. Muara Tunggal Cibadak - Sukabumi*. *3*(3).

Mahardika, A. A., Ingarianti, T., & Uun Zulfiana. (2022). *Work-Life Balance* pada karyawan generasi Z. *Collabryzk Journal for Scientific Studies*, *1*(1), 1–16. https://doi.org/10.58959/cjss.v1i1.8

Mahawati, G., & Sulistiyani, E. (2021). Efikasi Diri Dan Disiplin Kerja Serta Pengaruhnya Terhadap Kinerja Karyawan. *Bangun Rekaprima*, *7*(1), 62. https://doi.org/10.32497/bangunrekaprima.v7i1.2593

Malau, M. L., Muttaqin, R., & Aryanti, A. N. (2024). Pengaruh *Locus of Control* dan Disiplin Kerja terhadap Kinerja Karyawan pada CV Klasindo Plafon PVC. *Jurnal Nasional Manajemen Pemasaran & SDM*, *5*(2), 84–99. https://doi.org/10.47747/jnmpsdm.v5i2.1810

Mallisa, M. L., Trang, I., & Wangke, S. J. C. (2022). *Effect Of Locus of Control And Self Efficacy On Employee Performance Of Hotel Employees Gran Puri Manado*.

Mardiani, I. N., & Widiyanto, A. (2021). Pengaruh *Work-Life Balance* , Lingkungan Kerja dan Kompensasi terhadap Kinerja Karyawan PT. Gunanusa Eramandiri. *Jesya (Jurnal Ekonomi & Ekonomi Syariah)*, 4(2), 985-993. https://doi.org/10.36778/jesya.v4i2.456

Prasetyono, A., Dewi Indriasih, & Ahmad Hanfan. (2023). Pengaruh *Self Esteem* dan *Self Efficacy* terhadap Kinerja Karyawan dengan Kepuasan Kerja sebagai Variabel Intervening (Studi Kasus pada PT. Bank Syariah Indonesia Tbk di Kota Tegal). *Journal of Information System & Business Management (ISBM)*, *1*, 20–34. https://doi.org/10.24905/isbm.v1i1.9

Putri, R. A., Wolor, C. W., & Marsofiyati. (2023). Analisis Faktor-faktor yang Mempengaruhi Kinerja Karyawan pada PT. XYZ Tangerang. Jurnal Manuhara: Pusat Penelitian Ilmu Manajemen Dan Bisnis, 1(4), 374-384.

Rhizenda, R. P., Edy Suwasono, & Heru Sutapa. (2023). Pengaruh *Self-Efficacy* Dan *Work Life Balance* Terhadap Kinerja Karyawan Pada KSP Delta Surya Purnama Pare. *Jurnal Penelitian Ekonomi Manajemen dan Bisnis*, *2*(4), 54–67. https://doi.org/10.55606/jekombis.v2i4.2557

Rifai, D., & Syahreza, D. S. (2024). Analisis *Work Life Balance* Pengaruhnya terhadap Kinerja Karyawan Bank Sumut dengan Variabel Intervening *Organizational Citizenship Behavior*. *Jurnal Arastirma*, *4*(1), 281–293. https://doi.org/10.32493/jaras.v4i1.38430

ISSN: 3047-969X
DOI : 10.29103/icofeb.v3i1.1281

Rizal, Muthalib, A. A., & Lisapaly, D. C. (2024). Pengaruh *Self Efficacy* dan *Locus of Control* terhadap Kinerja Karyawan Perusahaan Daerah Bank Perkreditan Rakyat Bahteramas Konawe. Jurnal Ekonomi, Manajemen dan Akuntansi, 2(4), 63-72. http://jurnal.kolibi.co.id?index.php/neraca

Suhartini, S. (2021). Pengaruh *Work Life Balance* dan Lingkungan Kerja Non Fisik Terhadap Kinerja Karyawan di PT Polychem Indonesia Tbk. *eCo-Buss*, *3*(3), 122–131. https://doi.org/10.32877/eb.v3i3.207

Turangan, S. E., Tatimu, V., & Mukuan, D. D. S. (2022). *Pengaruh Worklife Balance* dan Kepuasan Kerja Terhadap Kinerja Karyawan PLN Gardu Induk Kawangkoan. *3*(4).

Widya, A. M. (2023). Pengaruh *Self Efficacy, Locus of Control*, dan Lingkungan Kerja terhadap Kinerja Karyawan *Warehouse* (Studi Kasus di PT Cipta Krida Bahari Surabaya). *Jurnal Manuhara : Pusat Penelitian Ilmu Manajemen Dan Bisnis*, *1*(4), 300–311. https://doi.org/10.61132/manuhara.v1i4.246

ISSN: 3047-969X
DOI : 10.29103/icofeb.v3i1.1281