

The Influence Of Work Engagement And Self-Efficacy On Employee Innovative Performance At SMK Prakarya Internasional

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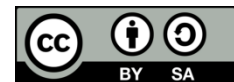
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ABSTRACT

This study analyzes the influence of work engagement and self-efficacy on innovative work behavior of education employees at SMK Prakarya Internasional. Using quantitative method with survey on 83 employees population. Descriptive statistics show work engagement score of 4.12 (good category), self-efficacy 4.45 (very good), and innovative performance 4.44 (very good). All instruments are valid (r count > 0.2170) and reliable (Cronbach's Alpha > 0.70). Classical assumption tests meet normality, heteroscedasticity, and multicollinearity requirements. The results show work engagement has positive and significant effect with regression coefficient of 0.644 ($t=32.863$, sig.0.000). Self-efficacy has positive and significant effect with regression coefficient of 0.611 ($t=9.063$, sig.0.000). Simultaneously both variables contribute 94.8% to employees' innovative work behavior ($R^2=0.948$), while 5.2% influenced by other variables. These findings become recommendations for strengthening HRM practices through team building programs, competency development, reward systems, and optimization of industry partnerships.

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1. Introduction

The vocational education sector demands continuous creativity and innovation. SMK-Industry collaboration requires innovative performance from education employees as drivers of learning improvement and administrative services. Work engagement drives energy, dedication, and absorption in work, while self-efficacy strengthens confidence to complete tasks and generate creative solutions.

In today's increasingly competitive era, the ability of education employees to innovate becomes a determining factor for the success of vocational education institutions in producing quality graduates ready to enter the workforce. Work engagement can be understood as a constructive state of mind that provides satisfaction in work, which can be seen from enthusiasm, high dedication, and deep absorption in work. Meanwhile, self-

efficacy is the level of confidence a person has in their capacity to organize and carry out various activities needed to achieve desired targets.

SMK Prakarya Internasional as a vocational education institution is required to continuously improve the quality of learning and services through innovation that aligns with the needs of business and industry (DUDI). This is in line with the opinion of De Jong & Den Hartog (2020) who state that innovation in the context of vocational education is not limited to developing learning methods, but also includes administrative systems, industry collaboration, and adaptive curriculum development.

High work engagement is reflected in the enthusiasm, dedication, and absorption of employees in their work. Kahn (2018) explains that engaged employees will invest their physical, cognitive, and emotional energy in their work roles. Meanwhile, strong self-efficacy is shown through self-confidence in completing tasks, solving problems, as well as generating and developing new ideas. Stajkovic & Luthans (2019) emphasize that self-efficacy plays an important role in influencing how a person thinks, motivates themselves, behaves, and develops their personal abilities.

Based on data on innovative performance of SMK Prakarya Internasional employees for the period 2021-2023, there are challenges in developing learning innovation. The level of collaboration with DUDI is still limited, where only 65% of employees are actively involved in industry partnership programs. Internal surveys show that 45% of employees feel less confident in developing industry-based learning methods. In addition, the level of involvement in professional development activities related to learning innovation only reaches 58%.

Amabile & Pratt (2016) emphasize that innovation in the educational context requires a combination of intrinsic motivation (reflected in work engagement) and self-confidence (self-efficacy) to produce meaningful change. Meanwhile, research by Zhou & Hoever (2014) shows that work environments that support creativity and innovation will be more effective when employees have high levels of work engagement and self-efficacy.

This phenomenon shows the need to strengthen work engagement and self-efficacy to encourage innovative work behavior that can improve the quality of vocational learning and alignment with industry needs. As stated by Xerri & Brunetto (2013), the success of vocational education institutions in the disruptive era depends heavily on the innovation capacity of their employees, which is influenced by psychological factors such as work engagement and self-efficacy.

Research Questions

Based on the background described above, several problems can be formulated as follows:

- a. How does work engagement influence employee innovative performance at SMK Prakarya Internasional?
- b. How does self-efficacy influence employee innovative performance at SMK Prakarya Internasional?
- c. How does the simultaneous influence of work engagement and self-efficacy affect employee innovative performance at SMK Prakarya Internasional?

2. Literature Review

Employee Innovative Performance

According to Janssen (2018), employee innovative performance refers to work achievements that reflect the ability to generate, promote, and realize innovations that are valuable to the organization. De Jong & Den Hartog (2020) explain that innovative performance is individual behavior directed at generating, introducing and implementing new things that are beneficial at various organizational levels. Scott & Bruce (2019) add that innovative performance is very important in the educational context to encourage learning and administrative renewal.

Indicators of employee innovative performance according to De Jong & Den Hartog (2020) include three main dimensions:

- a. Idea Generation
 - 1) Generating new ideas for improving learning/administrative processes
 - 2) Finding creative solutions to work problems
- b. Idea Promotion
 - 1) Seeking support and promoting innovative ideas
 - 2) Advocating initiatives to stakeholders
- c. Idea Realization
 - 1) Implementing ideas into real practice in work
 - 2) Evaluating and perfecting innovation implementation

Work Engagement

Schaufeli & Bakker (2019) define work engagement as a positive psychological condition related to work that consists of three dimensions:

- a. Vigor (Enthusiasm)
 - 1) Having high energy and stamina when working
 - 2) Being serious about completing work
 - 3) Being persistent when facing work difficulties
- b. Dedication (Dedication)
 - 1) Work feels meaningful
 - 2) Enthusiastic and proud of work
 - 3) Willing to devote energy, thoughts, and time to work
- c. Absorption (Absorption)
 - 1) Very focused when working
 - 2) Enjoying work so much that they are absorbed when doing it
 - 3) Can concentrate fully on tasks

Self-Efficacy

Bandura (2017) explains self-efficacy as an individual's belief in their ability to work. Stajkovic & Luthans (2018) identify three main dimensions of self-efficacy:

- a. Magnitude (Level of Difficulty)
 - 1) Belief in ability to complete difficult tasks at work

- 2) Belief in ability to find solutions when facing work problems
- b. Strength (Strength of Belief)
 - 1) Belief in ability to generate new ideas for work
 - 2) Ability to develop other people's ideas into better ones
- c. Generality (Generality)
 - 1) Confidence in taking steps to try new ways of working
 - 2) Still able to perform well despite obstacles

Hypotheses

Based on the literature review, research hypotheses are formulated as follows:

- H1 : Work engagement has a positive influence on employee innovative performance at SMK Prakarya Internasional.
- H2 : Self-efficacy has a positive influence on employee innovative performance at SMK Prakarya Internasional.
- H3 : Work engagement and self-efficacy simultaneously have a positive influence on employee innovative performance at SMK Prakarya Internasional.

3. Research Method

Design, Population and Sample

Explanatory quantitative approach with survey. Research population of 83 employees (teachers and educational staff) at SMK Prakarya Internasional. This study uses saturated sampling where all population members are used as research samples, so the number of samples is 83 employees.

Operational Definitions and Indicators

- a. Work Engagement (X1): vigor, dedication, absorption.
- b. Self-Efficacy (X2): confidence in completing tasks, solving problems, generating and developing ideas.
- c. Employee Innovative Performance (Y): idea creativity, initiative promotion, innovation realization.

Instruments and Scale

Likert 1-5 instruments. Minimum 9 items for X1, 6 items for X2, 6 items for Y according to the grid in the questionnaire.

Data Collection Procedures

Questionnaire filling is done offline/online with informed consent. Demographic data is collected as control variables (gender, age, education, work experience, work unit).

Data Analysis Techniques

Descriptive statistics; validity test (item-total correlation); reliability (Cronbach's alpha > 0.70); normality, heteroscedasticity, multicollinearity tests; multiple linear regression: $Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \varepsilon$; t test, F test, R^2 ; $\alpha = 0.05$.

4. Results and Discussion

Descriptive Statistics Results

From all the answers given by respondents related to the research conducted at SMK Prakarya Internasional, the following table describes the score values and categories of the scores obtained as follows:

Table 1. Score and Value Categories

No	Variabel	Score	Category
1	Work Engagement	4,12	Good
2	Self-Efficacy	4,45	Very Good
3	Kinerja Inovatif Karyawan	4,44	Very Good

Source: Data processed using SPSS ver.25, 2025

From the table above, it can be concluded that Work Engagement has a score of 4.12 which is in the good category, Self-Efficacy has a score of 4.45 and Employee Innovative Performance has a score of 4.44 which are both in the very good category at SMK Prakarya Internasional. This shows that employees have good work engagement as well as very good self-confidence and innovative performance in carrying out tasks in the SMK Prakarya Internasional environment.

Validity and Reliability Test Results

Table 2. Validity and Reliability Test Results

Variable	Item	r count	r table	Cronbach's Alpha	Description
Employee Innovative Performance	Y.1	0,509	0,2170	0,753	Valid dan Reliabel
	Y.2	1,000	0,2170		
	Y.3	0,495	0,2170		
	Y.4	0,509	0,2170		
	Y.5	1,000	0,2170		
	Y.6	0,495	0,2170		
Work Engagement	X1.1	0,495	0,2170	0,840	Valid dan Reliabel
	X1.2	1,000	0,2170		
	X1.3	0,495	0,2170		
	X1.4	0,495	0,2170		
	X1.5	1,000	0,2170		
	X1.6	0,495	0,2170		
	X1.7	0,495	0,2170		
	X1.8	1,000	0,2170		
	X1.9	0,495	0,2170		
Self-Efficacy	X2.1	0,842	0,2170	0,745	Valid dan Reliabel
	X2.2	1,000	0,2170		
	X2.3	0,509	0,2170		
	X2.4	0,842	0,2170		
	X2.5	1000	0,2170		
	X2.6	0,509	0,2170		

Source: Primary data processed, 2025.

Referring to the data presented in Table 2, the validity evaluation indicates that all statement items show r count numbers that exceed the r table threshold of 0.2170. Meanwhile, the reliability test shows satisfactory internal consistency, where the three variables studied Work Engagement, Self-Efficacy, and Employee Innovative Performance recorded Cronbach's Alpha coefficients that exceeded the critical value of 0.70. Based on these findings, it can be stated that the measurement tools used in this study have met the required psychometric standards, so they are suitable to be implemented as data collection instruments.

Classical Assumption Test Results

Table 3. Classical Assumption Test Results

Variable	Uji Normalitas	Uji Heteroskedastisitas	Uji Multikolinieritas	
	Sig.	Sig.	Tolerance	VIF
Work Engagement (X1)	0,439	1,000	0,768	1,303
Self-Efficacy (X2)	0,439	1,000	0,768	1,303

a. Dependent : Employee Innovative Performance (Y)

Source: Primary data processed, 2025.

Evaluation of Table 3 reveals that the regression framework built has successfully passed all classical assumption test criteria. The normality test shows a significance value of 0.439 which exceeds the 0.05 threshold, indicating a symmetrical and proportional data distribution. Meanwhile, the heteroscedasticity investigation produces a significance value of 1.000 (>0.05) for both work engagement and self-efficacy predictors which confirms the uniformity of residual variance in the model. Furthermore, the multicollinearity diagnosis produces a Tolerance parameter of 0.768 which exceeds the 0.10 limit and VIF of 1.303 which is below the 10 threshold, indicating no excessive correlation between independent variables. Based on this series of diagnostic findings, it can be concluded that the regression model architecture developed has met classical assumption principles so it is credible for use in further analysis.

Multiple Linear Regression Analysis

Table 4. Multiple Regression Analysis Results and t Statistical Test

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.724	1.301		2.862	.005

Work Engagement	.644	.020	.957	32.863	.000
Self-Efficacy	.611	.067	.645	9.063	.000

a. Dependent Variable: Employee Innovative Performance

Source: Primary data processed, 2025.

Based on table 4, the multiple linear regression equation is obtained as follows:

$$(Y) = 3.724 + 0.644 (X1) + 0.611 (X2) + \varepsilon$$

Where:

Y = Employee Innovative Performance

X1 = Work Engagement

X2 = Self-Efficacy

ε = Error term

This equation shows that:

- The constant value of 3.724 means that if work engagement and self-efficacy are 0, then employee innovative performance is 3.724
- The work engagement regression coefficient (X1) of 0.644 means that every increase in work engagement by 1 unit will increase employee innovative performance by 0.644 units
- The self-efficacy regression coefficient (X2) of 0.611 means that every increase in self-efficacy by 1 unit will increase employee innovative performance by 0.611 units

t Statistical Test Results

Evaluation of the t statistical test presented in table 4 indicates that the work engagement dimension (X1) shows a positive regression coefficient of 0.644, accompanied by a substantial t count value of 32.863 and a significance level of 0.000. This finding confirms that the work engagement dimension (X1) has a positive and statistically significant impact, considering the significance value that is far below the critical threshold of 0.05 and the positive direction of the regression coefficient. Consequently, the research proposition that proposes a positive influence of work engagement on Employee Innovative Performance can be ACCEPTED empirically.

Similar to this, the t statistical analysis for the self-efficacy variable (X2) shows a positive regression coefficient of 0.611, with a t count reaching 9.063 and significance at the 0.000 level. The interpretation of these numbers confirms that the self-efficacy dimension (X2) contributes positively and significantly, as evidenced by the significance value that does not exceed the 0.05 threshold and the positive characteristics of the regression coefficient. Therefore, the hypothesis that presents the positive influence of self-efficacy on Employee Innovative Performance also receives strong empirical SUPPORT.

F Statistical Test Results

Table 5. F Statistical Test Results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	281.419	2	140.710	728.675	.000 ^b
	Residual	15.448	80	.193		
	Total	296.867	82			

a. Dependent Variable: Employee Innovative Performance

b. Predictors: (Constant), Self-Efficacy, Work Engagement

Source: Primary data processed, 2025.

Evaluation of the F statistical test presented in table 5 reveals that the F count reaches 728.675 with a significance level of 0.000 which is far below the critical threshold of 0.05. This finding indicates that the work engagement and self-efficacy dimensions together have a substantial impact on employee innovative performance, confirming the feasibility and suitability of the regression model proposed in this study. Consequently, the research proposition that presents the simultaneous positive influence of work engagement and self-efficacy on employee innovative performance receives strong empirical SUPPORT.

Coefficient of Determination Test Results

Table 6. Coefficient of Determination Test Results

Model Summary ^b				
Model	R	R Square	Adjusted Square	RStd. Error of the Estimate
1	.974a	.948	.947	.439

a. Predictors: (Constant), Self-Efficacy, Work Engagement

b. Dependent Variable: Employee Innovative Performance

Source: Primary data processed, 2025.

Evaluation of table 6 reveals that the coefficient of determination (R Square) reaches 0.948 with the Adjusted R Square value calibrated at 0.947. This finding reflects that the work engagement and self-efficacy dimensions contribute substantially, namely 94.8% in mapping fluctuations in employee innovative performance at SMK Prakarya Internasional. Meanwhile, the residual portion of 5.2% is assumed to come from determinants outside the scope of investigation such as leadership style, organizational culture ethos, motivational drive, or other aspects that have not been identified. The correlation magnitude (R) reaching 0.974 suggests a very close relationship between predictors and outcome variables in the research construct being tested.

5. Discussion

Based on the data analysis results that have been carried out, several important findings can be discussed regarding the influence of work engagement and self-efficacy on employee innovative performance at SMK Prakarya Internasional:

The Influence of Work Engagement on Employee Innovative Performance

The research results show that work engagement has a positive and significant influence on employee innovative performance with a regression coefficient of 0.644 and t count value of 32.863 (sig. 0.000 < 0.05). This indicates that the higher the level of employee work engagement, the higher their innovative performance.

Employees with high work engagement are characterized by strong vigor (enthusiasm), dedication, and absorption in work. They show high levels of energy and stamina, seriousness in work, and persistence in facing challenges. This encourages them to be more creative and innovative in carrying out their tasks.

The Influence of Self-Efficacy on Employee Innovative Performance

Self-efficacy has been proven to have a positive and significant influence on employee innovative performance with a regression coefficient of 0.611 and t count value of 9.063 (sig. 0.000 < 0.05). This finding shows that employees' confidence in their creative abilities plays an important role in encouraging innovative behavior.

Employees with high self-efficacy have strong confidence in generating new ideas, solving problems creatively, and developing ideas from others. This confidence encourages them to be more courageous in taking initiatives and trying new approaches in work.

The Simultaneous Influence of Work Engagement and Self-Efficacy on Employee Innovative Performance

Simultaneously, work engagement and self-efficacy provide a very large contribution of 94.8% ($R^2 = 0.948$) to employee innovative performance. The F count value of 728.675 with significance 0.000 shows that these two variables together have a very strong influence on innovative performance.

The combination of high work engagement and confidence in creative abilities creates synergy that encourages increased innovative performance. Employees who are engaged and have high self-efficacy tend to be more proactive in generating new ideas, solving problems creatively, and implementing innovations in their work.

This finding strengthens previous research that shows the importance of psychological aspects such as work engagement and self-efficacy in encouraging employee innovative behavior. These results also provide practical implications for SMK Prakarya Internasional management to continue developing programs that can increase employee work engagement and self-efficacy.

6. Conclusion and Recommendations

Based on the research results and discussion that have been explained previously, several important conclusions can be presented as follows:

- a. Work engagement has a positive and significant influence on employee innovative performance at SMK Prakarya Internasional with a regression coefficient of 0.644 and t count value of 32.863 (sig. 0.000 < 0.05). This shows that the higher the employee work engagement, the more increased their innovative performance.
- b. Self-efficacy has a positive and significant influence on employee innovative performance with a regression coefficient of 0.611 and t count value of 9.063 (sig. 0.000 < 0.05). The higher the employee self-efficacy, the more increased their innovative performance.
- c. Work engagement and self-efficacy simultaneously have a positive and significant influence on employee innovative performance with a contribution of 94.8% ($R^2 = 0.948$).

Based on these conclusions, several recommendations that can be given include:

- a. SMK Prakarya Internasional management needs to develop work engagement strengthening programs through team building activities, competency development, and reward systems that encourage work enthusiasm.
- b. Training and mentoring need to be conducted to increase employee self-efficacy in terms of creativity and learning innovation.
- c. Optimize teaching factory programs by expanding DUDI partnerships to provide exposure and industrial experience for employees.
- d. Develop a systematic idea management system to accommodate, evaluate and implement innovative ideas from employees.

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