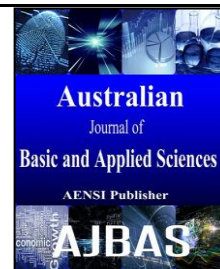




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Improving the Parliaments Performance through Personality and Self-Efficacy: Theoretical Studies in Indonesia

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ABSTRACT

Parliament's performance describes how far a person has been carrying out a duty to achieve results established by organization. Factors with close relationship to performance are personality and self-efficacy. This study objective is to examine the theoretical relationship between personality and self-efficacy on performance. Theoretical study was made in order to build research model that can be used as a basis for further research. The theoretical study results showed that parliament's capability relates to personality to reflect the social attitudes. Likewise, parliament's capability relates to self-efficacy. Personality is reflected by strong social attitudes without a strong relationship with parliament's performance. Faith does not relate to parliaments performance. Parliaments capability was able to support and performance. Parliament's personality can improve performance with support of capability. Capability is an important factor to improve parliament's performance. Likewise, self-efficacy can improve the parliament's performance through capability. This study has not been proven empirically. Therefore, future researchers can test empirically the effect of personality and self-efficacy on the capability and performance.

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INTRODUCTION

Performance is duty achievement level on a regular basis through the abilities and skills of human resources efficiently and effectively to achieve the desired results (Berman, 2006). Performance cannot be achieved rightly if each individual does not perform a fundamental change of job characteristics in daily activities (Winardi, 2009).

Employee's performance depends on personality to develop employee self-efficacy and sincerity. This means personality factors have an important role for employee performance (Gordon, 2002). Good performance in an organization should to be followed by ethics and abilities of employees to do the duty in according to predetermined targets (Hunt, 2006). Othman *et al.* (2006) reveals that performance principally is trust for employees to be done properly and responsible for their actions and the impact.

Parliament's performance is more determined by public because its assessment always has implications for the public interest (Chandler and Plano 1988). Demands good performance for legislator in Jakarta appear in line with changes in democratic system with accountability to public (Utomo 2007). Based above phenomenon, study on

parliament in Jakarta is urgent because if parliaments often get difficulties in its work, development in all sectors will be hampered. Therefore, researchers wanted to know and understand theoretically why the legislator's performance in Jakarta said was not the maximum. To strengthen theoretical study, researchers need the of theoretically and empirically literature.

Parliament's performance describes how far a person has been carrying out a duty to achieve results established by organization. (Yeremias, 2009). Dunn *et al* (2000) suggested that big five personality model is useful for the progress of job criteria. Dunn selects applicants for employment with six types of duties. The result is instrument model to measure big five personality to test the employee personality.

Five personality factors are the most popular concepts for personality. This concept and self-efficacy are most often used in various researches on organizational behavior and associated with achievement of parliament's performance (Salgado, 2005). Self-efficacy level of parliaments will depend on how each individual responds to every condition that occurs in new environment. Parliament with different personality will have a different way create self-efficacy (Feist and Feist 2009),

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This study also uses a self-efficacy variable to measure the parliament's performance. Self-efficacy is one's belief in capability to do any work. Self-efficacy is formed by two main factors, namely: direct experience and indirect experience. Experience directly related to reciprocal acceptance of work that has been done repeatedly. The experience is not directly related to performance in implementation and completion of specific duties (Bandura, 1997; Pillai and Williams, 2004; Cockerill *et al.*, 1996; Luthans and Peterson, 2002). Dessler (2003) states that a person's capability is a responsibility on individuals performance or groups, while Gibson, Ivancevich, and Donnelly, (1993) stated that capability is the decision-making process to translates duty, human, and technology into a job description,

High perception of self-efficacy will motivate parliaments to act more precisely, especially if the goal is clear and determine how much to work and how long an individual will survive in face of obstacles (Bandura, 1989). Self-efficacy is a belief or conviction of individual's estimation in her capability to perform a certain duties which includes the level characteristics of difficulty of duties, duty and conviction capability. Self-efficacy in individuals occurs when individuals can learn to recognize themselves by recording as much as possible the positive aspects owned, and accept all the advantages and disadvantages. Therefore, they will grow self-efficacy to conduct its activities to minimize the obstacles or obstructions. Self-efficacy is an assessment or subjective perception of individual on his capability to organize and decide the actions required to achieve the desired performance because it emphasizes on individual's beliefs as a result of his perception on his capabilities. These beliefs determine how people behave, think, and reacting emotionally to certain situations (Bandura, 1989). Self-efficacy is very close to person's personality to improve the performance (Atkinson, 1995).

Studies the relation of personality on performance mostly done abroad, including: Dunn, Mount, Barrick and Ones (2000); Hogan and Holland (2003); Barrick and Mount (2001); Salgado, (2005); Walt, Meiring, Rothmann, & Barrick (2002). However, there is controversy result the relationship between personality variables to individual performance. It is an opportunity for researchers to study theoretically about personality in improving the performance of legislator. Therefore, researchers examine theoretically the relationship between personality and self-efficacy on parliament's performance in Indonesia. This study is interesting and unique because it is the first theoretical study in Indonesia to examine the relationship between personality and self-efficacy on capability and performance of parliaments. This study novelty is the researchers built a model the relationship between

personality and self efficacy on capability and performance of parliaments. This model is based on theory and results of previous research. The model is expected to become the basis for future researchers to conduct empirical research on relationship between personality and self-efficacy on capability and performance.

Literature Review:

Grand theory will be explored before discussing the theoretical study of problems related parliaments performance, capability, self-efficacy and personality. The grand theory of this study is Organizational behavior refers to research model Timothy Judge, (2007). It states that performance will be success when supported by mental abilities controlled by five factors of personality and self-self-efficacy. Timothy research model becomes theoretical basis, as shown in Figure 1 below:

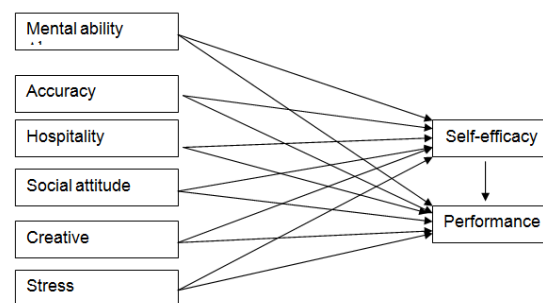


Fig. 1: Basic Theory of Timothy Judge (2007).

Personality Theories:

Luthan (2006) said that over the years, there has been no universal agreement about the real definition of personality. There are a lot of controversy regarding the facts and differences in general human perspective and human behavioral sciences. Many people tend to equate single dominant personality characteristics (strong, weak, or polite). Personality is a set of person characteristics who tends to be stable attached to him and can be seen from their properties when interacting in everyday life (Gibson, 1996).

One's personality can be seen from how to affects others by using the character strength. Someone will be obeyed when his personality is able to interact rightly in any situation (Luthans 2006). Generally, personality is a relatively permanent character, unique for each individual, always gives a different consistency in everyday behavior at all the time and in any situation.

There are several dimensions that can be formulated in describing personality. They are how someone responds to problem, uniqueness, dynamic, which is the result of physical interaction / heredity, environment, emotions, and how individual manage his time. According to Costa and McCrae (1997), there are five personality factors. It consists of

several dimensions, namely stress, hospitality, accuracy, social attitudes and creativity. Five Factor of personality model is closely related to performance (Barrick, Mount, & Judge, 2001; Rothmann & Coetzer, 2003). The relationship between the five-factor personalities with individual performance has been discussed and developed rapidly to become a hot topic (Barrick and Mount, 2001). Rothmann & Coetzer, 2003 states that a careful personality can improve the individual's performance to perform the duties.

Personality uses traits from Mcrae and Costa in Feist and Feist, (2006). Five personality factors provide the ideal personality for employees so they can achieve good performance. Personality dimensions consist of hospitality, accuracy, creative, social attitudes and stress.

Friendly personal is a very important factor to do the duty related to public service. Hospitality cannot be obtained easily because hospitality comes from a sincere intention that implemented by actions and attitudes to produce a good impression to others. Accuracy is indispensable to carry out duties to serve the community activities. A careless person will affect to the performance itself, while the performance of public services are not only related to one person, but to deal with thousands of people. Therefore, accuracy is very important to performance of community service.

Creativity is also very important for personality because serving the society aspirations should be adapted to changing times. Good value from past is not necessarily good at these days due to time change. Therefore, personal creativity is always needed to make good performance. Social attitudes and activities are efforts of a public servant who put the interests of people and put aside their personal or group interests. Social attitudes have been expected by public, especially for poor people. That does not mean that social attitude applies to weak economy, but also more importantly is parliaments should prioritize to keep the whole society prosper.

Although personality traits and tendencies in behavior has been exist for a long time, but generally it is not used and even discarded. But today, there is support for the five-factor characteristics based on theory of personality. Personality is a factor of five major personality traits that are often used by researchers for years and even occur between cultures (Paunonen *et al.*, 1996

Self-self-efficacy Theories:

Self-efficacy is one's effort to achieve high aspirations for success in work, preparing the capability by measuring and assessing weaknesses and strengths within each individual. There are two important aspects in self-efficacy, namely trust and sufficient capability to carry out particular duties (Greenberg and Baron, 2008). Capacity to carry out a

good job relates to level of skills, abilities, knowledge and experience (Ivancevich *et al.*, 2008)

Self-efficacy is the most important psychological mechanisms from self-influence. If people do not believe that they can produce the desired effect and prevents unwanted things by their actions, they have little incentive to act. Whatever the motivators are rooted in core belief that a person has the power to produce the desired results (Bandura, 1997)

Each employee must be able to measure and believe on their capability to carry out a job. There is no difficult job to do if employees have self-efficacy and a strong desire to success. A person cannot be separated from her capability to find a solution of difficulties in dealing with work demands. A person with self-efficacy always success to do a good job because in always use his logic and reasoning power to achieve objectives in a timely manner (Bandura, 1997)

Gibson (2009) mentions that self-efficacy indicator is composed of three factors namely action clarity, level of strength and extensive knowledge. The action clarity means the action taken should be clear conditions so parliaments are understood by whole community. Likewise, every work performed must be based on procedures established by applicable rules and professional. Indicator is broad insight for every parliament as a real requirement. Basically, a public servant should be able to describe the political learning to society.

Basic theory of self-efficacy is developed from social cognitive theory of professors Albert Bandura (1997) from Stanford University. Social cognitive theory assumes everyone can become a human agency, and some agencies operate in a process called triangular relationship of reciprocity. Causes of reciprocity are multidirectional models to suggest the results of agency in future are a function of three interconnected styles: the influence of environmental conditions, human behavior and personal factors such as cognitive, affective, and biological processes. Bandura (1997) said that, self-efficacy explicitly relate to them for capability to complete specific duties. It is a strong predictor of behavior.

Self-efficacy is someone efficacy. Contextually, Bandura, (1997) defines self-efficacy as a belief in one's abilities to drive motivation, cognitive resources, and a series of actions to overcome a situation. Self-efficacy is very important for human life. Self-efficacy encourage someone to understand deeply the situation which could explain why someone has a failure or success. That experience is able to express self-efficacy.

Capability Theories:

Capability is the one's power to organize the activities. Organizations have potential capabilities of each unit to run their overall strategy (Thomas O. Davenport 1999). Capability can be felt when

employees feel their potential to work better. Capability in form of a set of interrelated capacity of organization creates power to carry out their duties. According to Ulrich and Smallwood (2006), capability consists of 11 elements as follows:

1. Talent: the capability to attract, motivate, and retain others and having commitment
2. Speed: good capability to change quickly and lasting quickly too
3. Deliberation: good capability to convince that he has a positive and consistent image that experience in organization.
4. Accountability: good capability to get best performance from employees.
5. Collaboration: a good capability to work through the existing boundaries to ensure good efficiency.
6. Learning: good capability to generate and generalizing ideas with positive impact.
7. Leadership: good skills in leadership and able to attach itself to organization
8. Customer Relations: good capability to build an ongoing relationship with customer to achieve the target.
9. Strategy: a good capability to articulate and share a strategic view and create it into three levels, namely intellectual, behavior, and procedures.
10. Innovation: good capability to do something new in its content and processes.
11. Efficient: good capability to manage costs.

Capability is talent attached to someone to perform a physical or mental activity. It is acquired from birth, learning and experience. Proficiency usually means the capability to handle a duties using physical force but there is also the opinion that capability and skills have same meaning (Soehardi, 2003). The capability is a range that has been passed by workers through achievements (Colquitt, 2009).

According Siagian (1998), one of important aspects of growth and maintenance of a positive image of organization is a systematic effort, programmatic, and sustainable improvement of workability, including human resource capacity. Therefore, as an organization, apparatus should capable to work efficiently, effectively and productively.

Intellectual capability is the capability to perform mental activities. Physical capability is the capability required to perform duties. It needs good stamina, dexterity, strength and similar talents. According to Livingstone as quoted by Stoner (1996), capability can and should be taught. Therefore, resources increase, especially human resources, science and technology become development instruments in order to improve efficiency and effectiveness in various organizations. It needs personnel who have capacity in their respective duties.

Ivancevich *et al.* (2008) mentions several dimensions of capabilities to support individual performance. They are competence, knowledge and

skills. Proficiency means every employee have competence to perform the duties. Likewise, knowledge is a very important factor for public servants because of extensive knowledge will be able to protect the public good. Skills are also a necessary condition for a public servant. Skill is part of individuals capability who are not everyone can do it.

Performance:

Performance is very important for agencies to achieve the objective. The main objective is to motivate employee performance in achieving the employee's goals and operations to meet standards of behavior defined. Bernadin and Russel in Lardoso Faustino Gomes (2000) explain that Performance is the outcome from a particular job functions or activities for a specific period. Performance is the outcome in certain time, relates with inputs, outputs, usage, benefits, and direction. To measure a performance, indicators used are output; business connection with achievement and explanatory information (Sobandi, 2006). Performance is implementation level of duties on a regular basis through the abilities and skills of human resources to achieve results efficiently and effectively (Berman in Yeremias, 2008). Good performance will not be achieved if every individual does not want any changes (Winardi, 2009). Good performance is the implementation of a sense of employee's responsibility to achieve the goal (Gomes, 2003). To achieve success performance, it requires teamwork and duties division to achieve the targets (Rival 2005).

Above definition of performance describes an overview of level of achievement to do duties by all existing employees in an organization. Performance improvement in an organization is the goal or target to be achieved by organizations and government agencies to maximize an activity. Performance is totality of work achievement by an organization. Performance has a very close relationship with achievement of organizational goals. Performance cannot be separated from the resources owned by organization, resource-driven or employee who play an active role as actors in an effort to achieve these goals. Performance has a broader meaning. It is not only expressed as a result of work, but also how the work progresses. The performance is about doing the job (Wibowo, 2003).

Performance is about job performance or actual performance. It means actual performance or achievements attained by someone. Definition of performance is the result of quality and quantity of work achieved by an employee to perform its functions consistent with their responsibilities.

Performance is output of a process (Nurlaila, 2010). According to behavioral approaches in management, performance is the quantity or quality of something produced or services rendered by a person who does the job (Luthans, 2005).

Performance is the ratio between the work and standards set (Dessler, 2003). Performance is the work both in quality and quantity achieved by a person in carrying out duties according to their responsibilities (Mangkunagara, 2002). Performance is the result or overall success rate of a person during a certain period in performing duties compared with a range of possibilities, such as the standard of work, target or targets or criteria that have been determined in advance has been agreed (Rival and Basri, 2005), while Mathis and Jackson (2006) stated that performance is essentially what is done or not done by employee.

Performance is the result of behavior work (Armstrong, 1999). This definition relates between work and behavior. As behavior, performance is the human activity directed to implement organizational duties assigned to him. If a particular objective can finally be achieved, we must say that such activity is effective. Conversely, if the result sought is not essential, these activities are efficient (Prawirosentono, 1999).

Smith W. August in Sedarmayanti (2007) revealed that performance is the result or output of a process. Performance is the output produced by these results and an employee consistent with its role in organization within a given period. Good employee performance is one very important factor to increase the productivity of institutions. Performance is an indicator to determine how the effort to achieve high levels of productivity in an organization or agency.

Performance is results of someone operations who has capability and action in certain situations. Performance appraisal is the process where organizations evaluate or assess the performance of employees. According to (Rival, 2005) performance is a function of motivation and capability to complete a duties or a job with certain degree of willingness and capabilities.

Mangkunagara (2007) reveals that performance is the result of quality and quantity of work achieved by an employee in carrying out their duties consistent with responsibilities given. Prawirosentono (2008) explains the performance is the result of work that can be achieved by a person or group of people in one organization, consistent with authority and responsibilities in order to achieve the organization objectives legally, do not violate the law and consistent with moral and ethical.

Company's goal achievement should be done by organization from resources with active role. Individual performance has a close relationship with organization performance. In other words, someone has high performance if he has high expertise, willing to work consistent with wage or salary has been agreed upon. High performance of a person depends on cooperation, personality, various intelligence, leadership, safety, job knowledge, presence, fidelity, toughness and initiatives

Research Model Development:

Factors affecting parliaments performance is "personality". It could become explanatory variables to answer the problems occurred. In addition, other explanatory variable is Self-efficacy. Capability can become mediation variable. Personality variable relates to parliaments performance is based on personality theory that personality is closely associated with performance (Costa & McCrae 1997). Boeree (2005) states that there are three orientations in personality theory, namely: 1. analyzing the psychological aspect. 2. Conduct. 3. Humanity.

Abroad research show that personality relates with performance (Dunn, Mount, Barrick and Ones, 2000; Hogan and Holland, 2003; and Mount, 2001; Walt, Meiring, Rothmann, & Barrick, 2002) whose states that five personality factors significantly influence the individual performance.

The researchers use five factor measurement of personality. They are creativity, rigor, social attitudes, friendliness and stress. Personality also relates to one's capability (Alkahtani 2014; Chatterjee, 2012). Likewise, self-efficacy relates to capability (Kreitner and Kinicki, 2005; Pillai and Williams, 2004; Cockerill *et al.* 1996; Luthans and Peterson 2002; Nancy E. Betz, 2008; Forester *et al.*, 2004). Other factors relate to individual performance is self-efficacy. Self-efficacy is a self-assessment of a worker to find strength in them as benchmarks to improve its capability to face the duties entrusted to him (Robbins and Coulter, 2007).

Gibson (2009) states three dimensions of self-efficacy. First is clarity act, it means the duties difficulty level that he can solve. Second is strength level, it means measurement of potential strengths and weaknesses upon himself to face the difficulties. Last is insight, it means the level of generalized expectations in face of adversity. Singh (2009) and Jacob Cherian (2013) show that self-efficacy relates to individual performance.

Capability mediates the personality and self-efficacy to improve parliament's performance. Parliaments for capability five years should be able to explain about the organization as whole, analyzing and selecting work priorities, collecting data on employment and preparing for job specifications. Parliament's capability in next five years is measured by one of product's performance in form of regional regulation. Capability may mediate the relationship between the personality and individual performance (Ballout, 2009; Sunil Mithas, 2011). Based on description above, conceptual model is presented in Figure 2 below:

Supporting theories:

1a Alkahtani (2011); Chatterjee, (2012)

1 b Kreitner dan Kinicki (2005); Pillai dan Williams (2004); Cockerill *et al.* (1996); Luthans dan

Peterson (2002); Nancy E. Betz (2008); Forester *et al.* (2004)

2a Dunn, Mount, Barrick dan Ones (2000); Hogan and Holland (2003); Barrick dan Mount (2001); Walt, Meiring, Rothmann, & Barrick, (2002); Ballout, (2009)

2 b Singh (2009); Jacob Cherian (2013)

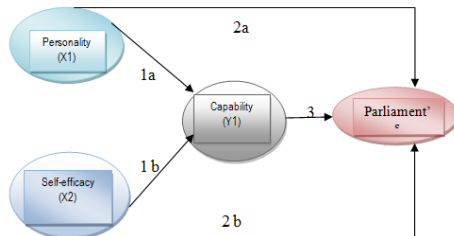


Fig. 2: Conceptual Model of Research.

Research propositions:

Relation of Personality to Capability:

Alkahtani (2011) conducted a study of five major personalities in relation with capability. Other studies state that a person's personality can affect the capability (Chatterjee, 2012). Personality becomes one important determinant in relation with one's capability. Capability is obtained from personality good and become model for the work environment. Under these conditions, the proposition is below.

P1a. "Personality has a relationship with capability"

Relation of Self-efficacy to capability:

Kreitner and Kinicki (2005) stated that high self-efficacy is always try to find a good opportunity, work hard or persistent, solve problems creatively, showing success to use capabilities to makes good parliaments performance. Likewise, Pilai and Williams (2004); Cockerill *et al.* (1996); Luthans and Peterson (2002) showed that self-efficacy relates to capability. Nancy E. Betz (2008); Forester *et al.* (2004) also states that self-self-efficacy is very important to support the capability of a person. Under these conditions, the proposition is below.

P1b. "Self-efficacy relates to capability"

Relation of Personality to parliament's performance:

Barrick and Mount (2001) showed that big five personality dimensions closely relate with parliaments performance. The two researchers found that social attitudes are one best factor relates with employees performance in United States and Europe. Under these conditions, the proposition is below.

P2a. "Personality has a relationship with parliament's performance"

Relation Of Self-Efficacy To Parliament's Performance:

Factors affecting the individual performance are self-self-efficacy. Self-efficacy is a self-assessment of a worker to find his strength as benchmarks to improve his capability to do the duties to makes good performance and timely (Colquitt, *et al.*, 2009; George and Jones, 2005; Miner, 2005; and Robbins and Coulter, 2007). Under these conditions, the proposition is below.

P2B: Self-efficacy has a relation with parliament's performance.

Relation of capability to parliament's performance:

Wang and Hsu (2010); Shang (2004) said the same thing. The capability has great contribution to individual performance. In a company or organization, they need the capability themselves so quickly to finish the job properly. If employees do not capability to work, good performance will not be achieved. Under these conditions, the proposition is below.

P3 "Capability have a relation with performance parliaments"

Relation of Personality to parliament's performance through Capabilities:

Dunn, Mount, Barrick and Ones (2000); Hogan and Holland (2003); Barrick and Mount (2001); Walt, Meiring, Rothmann, & Barrick, (2002); Ballout, (2009) found there was no relationship between the personality on employee's performance. Indirect relation is mediated by self-self-efficacy and capability. While this study tested the capability the mediation. Under these conditions, the proposition is below.

P4A. "Personality has a relationship with a parliament's performance through the capability"

Relation of self-efficacy on parliament's performance through capability:

Ballout (2009) says that capability can mediate the relationship between personality and individual performance. However Leifur Geir Hafsteinsson (2002) stated that self-efficacy mediate the effect of personality on performance. All participants volunteered to participate in study and not receive incentive for their participation. They show that self-efficacy mediate the relationship of personality and employees performance. Under these conditions, the proposition is below.

P4B. Self-efficacy has a relationship with a board member's performance through the capability"

Conclusions And Suggestions:

Based on conceptual framework and propositions above, we conclude that parliament's capability relates to personality to reflect the social attitudes. Likewise, parliament's capability relates to self-efficacy. Personality is reflected by strong social

attitudes without a strong relationship with parliament's performance. So also faith does not relate to parliaments performance. Parliaments capability was able to support and performance. Parliament's personality can improve performance with support of capability. Capability is an important factor to improve parliament's performance. Likewise, self-efficacy can improve the parliament's performance through capability.

This study has not been proven empirically. Therefore, future researchers can test empirically the effect of personality and self-efficacy on the capability and performance.

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