



## The Effect of Self-Efficacy on Political Leadership and Performance of Members of Regional Representatives Council of Lamongan Regency for the 2019-2024 Period

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### Abstract

Public trust in the legislature has waned due to society's failure to recognize skilled political leaders despite high self-efficacy among many legislative members. Recently, it has been suggested that many legislators have too much self-efficacy, which affects their performance and political leadership. This study examines the impact of self-efficacy on political leadership and performance in the Lamongan Regional Representatives Council (DPRD) for 2019-2024. Conducted quantitatively with a sample of 200 Lamongan DPRD members, data was collected via questionnaires and analyzed using Structural Equation Modeling (SEM) with LISREL 8.50 software. Findings indicate a significant positive relationship between self-efficacy and political leadership, confirming the first hypothesis. However, contrary to the second hypothesis, self-efficacy showed a negative and insignificant impact on members' performance. These results highlight the complex role of self-efficacy in political leadership versus performance among DPRD members in Lamongan during the 2019-2024 period.

**Keywords** *Self-Efficacy, Political Leadership, Performance, Legislature, Structural Equation Modeling*

### INTRODUCTION

Public trust in the legislature has plummeted, leading to national fragility and highlighting the problematic elite-mass dynamics driven by the 'political economy' (Bhambra, 2020; Jhally, 2022). The elite often exploit public innocence for personal gain, harming national interests through corruption and foreign product consumption. The core issue lies in political and economic leadership, with a need to improve leadership quality as demanded by the people (Slobodian, 2021; Anas et al., 2022). Government and business leaders exhibit immature strategic leadership, which is marked by indecisiveness and poor delegation, leading to incomplete policies (Eva, 2020). Political leaders must adopt new paradigms, challenge assumptions, and engage in two-way communication without seeking publicity (Aaldering & Van Der Pas, 2020). Essential competencies include communication, teamwork, problem-solving, interpersonal skills, self-direction, leadership, conflict resolution, and project management (Korzynski et al., 2023; Fotso, 2021).

Recently, there is a view that many legislators have excessive self-confidence. This is suspected to affect their performance as well as their ability to lead politically. In other words, an overly high level of self-confidence can cause legislators to be overly sure of their own abilities, potentially leading them to ignore criticism, suggestions, or feedback from others that could help them make better decisions. Implications of this research in the knowledge area contribute to the theoretical understanding of how self-efficacy impacts political leadership and, in a practical area, can be used to develop strategies to improve the performance of legislators. This study examines the influence of self-efficacy on political leadership and performance among Lamongan DPRD

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members (2019-2024), aiming to prove that self-belief affects leadership and performance ([Martitah et al., 2023](#); [Simabura, 2021](#)).

## LITERATURE REVIEW

### Belief in Self-efficacy

Self-efficacy is the belief in one's ability to perform specific behaviours ([Schunk & DiBenedetto, 2021](#); [Geurkink et al., 2020](#)). It reflects a person's self-perception of their own quality and can be built according to individual characteristics. Bandura ([Hoffmann & Lutz, 2021](#)) defines it as beliefs about capabilities to achieve performance levels that influence their lives. Self-efficacy involves beliefs, abilities, and utilizing skills in ambiguous, unexpected, or stressful situations to achieve desired results. It is highly situational, varying across different contexts and situations.

### Political Leadership

As defined by Heywood ([Johnson & Williams, 2020](#)), political leadership encompasses behaviour patterns influencing group goals, personal qualities like charisma, and political values such as mobilizing through moral authority or ideology. Burns ([Liao et al., 2021](#); [Wolfsfeld, 2022](#)) further describes it as driven by personal drive, social influence, political motivations, and career structure. Essential competencies include communication, teamwork, creative problem-solving, interpersonal skills, self-direction, team leadership, and conflict management.

### Performance of Regional Representatives Council Members

[Sanit \(1985\)](#) identifies four factors influencing DPR performance: legislative members' integrity and skills, the relationship patterns with constituents, the organizational structure of the legislature, and its interaction with the executive and other institutions. Responsiveness denotes legislators' capability to translate community aspirations into policies, while reliability involves fulfilling campaign promises and advocating for constituents' interests. Accountability refers to council members acting in line with community aspirations, seeking re-election through policies aligned with voters' interests, and responsibly approving government actions ([Mikva et al., 2022](#)).

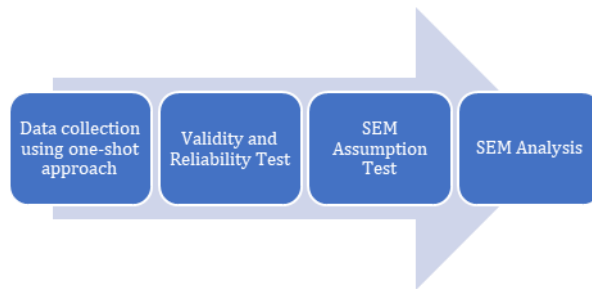
### Related Studies

[Maweu \(2016\)](#) studied the impact of political efficacy and personality traits on electoral outcomes among female parliamentary contestants in Kenya, offering a unique perspective compared to Indonesia's political culture. This research aligns with the scientific reasoning of similar studies and contributes to understanding political efficacy in an Asian context. [Chasanah \(2008\)](#) examined the effects of empowerment, self-efficacy, and organizational culture on job satisfaction and employee performance among employees of PT. Mayora Tbk in Central Java and DIY. Using a sample of 161 respondents and Structural Equation Modelling (SEM) for data analysis, the study found that job satisfaction positively impacts employee performance, while empowerment does not. [Suaduon et al. \(2020\)](#) analyzed self-efficacy factors affecting performance, job satisfaction, and organizational commitment among teleworkers in Indonesian online companies. Using Path analysis with AMOS 4.0, the study revealed that remote work self-efficacy significantly enhances performance, job satisfaction, and organizational commitment.

## RESEARCH METHOD

A quantitative approach is used in this research because it structured the research process and used a relatively sufficient number of research samples, which can draw conclusive results for the population from which the research sample is taken. The study includes constituents of political parties who directly elect DPRD members, assessing the activities and functions they represent.

Data collection spanned September to November 2023 using a one-shot approach. The data analysis scenario is described in the Figure 1 below.



**Figure 1.** Data Analysis Scenario

This research has limitations. This study takes a specific locus of place and time so that the same variables do not necessarily produce the same results at different loci of place and time. The sampling is done by proportionate random sampling of several fractions as follows:

**Table 1.** Participants of this study

Party	Member	Constituents Samples
PKB	10	40
Demokrat	9	36
PDIP	8	32
PAN	7	28
Golkar	6	24
Gerindra	4	16
PPP	3	12
Perindo	1	4
Hanura	1	4
Nasdem	1	4

The research variables consist of:

1. Exogenous variables: self-efficacy (X1 or SE)
2. The intervening variable: political leadership (Y1 or PL)
3. Endogenous variable: performance (Y2 or Mperf)

Indicators are used to measure three latent variables in SEM analysis, where these latent variables cannot be directly measured, while the indicators themselves are observable variables. Thus, the research variables will be measured using the following indicators:

1. Self-efficacy variable (X1) is measured by X1.1, X1.2, X1.3, and X1.4.

2. The political leadership variable (Y1) is measured by Y1.1, Y1.2, Y1.3, Y1.4, and Y1.5.
3. The performance variable of Council members (Y2) is measured by Y2.1, Y2.2, Y2.3, and Y2.4.

## FINDINGS AND DISCUSSION

### Respondent Overview

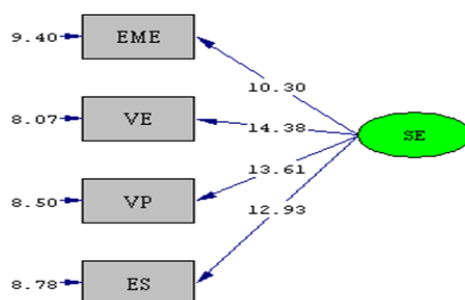
As explained earlier, the 200 respondents sampled came from varied backgrounds and distributions, as shown in the following data.

**Table 2.** Respondent Overview

Variables	Level	Percentage
Gender	Men	65
	Women	35
Age	18 – 24 y.o.	14
	25 – 34 y.o.	36
	35 – 44 y.o.	30
	45 – 54 y.o.	13
	55 – 65 y.o.	7
Marital Status	Single	29
	Married	66
	Others	5
Education Level	Highschool	66
	Bachelor	34
Faction	PKB	20
	Demokrat	18
	PDI-P	16
	PAN	14
	Golkar	12
	Gerindra	8
	PPP	6
	Perindo	2
	Hanura	2
	Nasdem	2

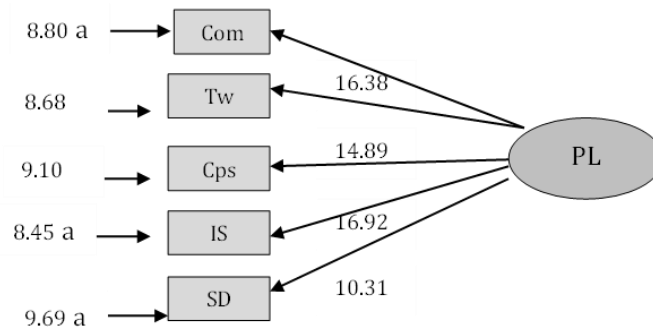
### Validity and Reliability Test on Self-Efficacy

The test results with confirmatory factor analysis are presented in Figure 2 below. The figure shows the validity of X1.1 (EME) with a t value of 10.30, X1.2 (VE) of 14.38, X1.3 (VP) of 13.61 and X1.4 (ES) of 12.93. for the reliability test, it is known that the t value  $\delta$ : X1.1 (EME) of 9.40, X1.2 (VE) of 8.07, X1.3 (VP) of 8.50 and X1.4 (ES) of 8.78. So that the indicators used in the variable or construct of self-efficacy (SE) are interpreted as statistically valid and reliable.



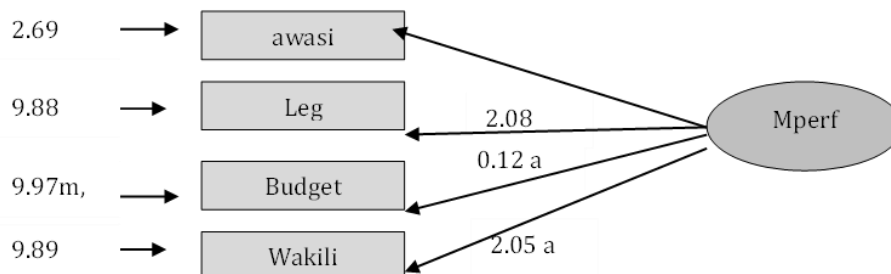
**Figure 2.** The result of confirmatory factor analysis

Political leadership is measured by five indicators: effective communication (Y1.1), cooperation with other council members (Y1.2), alternative problem-solving methods (Y1.3), relationship-building (Y1.4), and self-development direction (Y1.5). The test results with confirmatory factor analysis are presented in the following figure. The figure shows that Y1.2 (Tw) at 16.38, Y1.3 (Cps) at 14.89, Y1.4 (IS) at 16.92, and Y1.5 (SD) at 10.31 are valid with t-values over 1.96, while Y1.1 is invalid and removed. The reliability test  $\delta$  values are Y1.2 at 8.68, Y1.3 at 9.10, Y1.4 at 8.45, and Y1.5 at 9.69, confirming that the indicators for political leadership (PL) are valid and reliable.



**Figure 3.** The test results of confirmatory factor analysis

The test results with confirmatory factor analysis are presented in the following Figure. The figure shows Y2.2 (Leg) at 2.08, and Y2.4 (represent) at 2.05 are valid with t-values over 1.96. Y1.1 and Y2.3 (budget) are invalid and removed from the board member performance model. Reliability test  $\delta$  values are Y2.2 at 9.88, Y2.3 at 9.97, and Y2.4 at 9.89, confirming the indicators for political leadership (PL) are valid and reliable.



**Figure 4.** The test results of confirmatory factor analysis

### SEM Assumption Test

The covariance matrix determinant close to zero indicates multicollinearity issues. In this study, the determinant was above 0.000, indicating no multicollinearity, with correlations below 95% (Ghozali, 2002: 93). Outliers, defined as standard scores above 3 to 4 for samples above 80, were absent (Hair, 1998; Appendix 5).

**Table 2.** Assessment of Normality

Variables	N	Minimum	Maximum	Skewness	Kurtosis
	Statistic	Statistic	Statistic	Statistic	Statistic
EME (X1.1)	200	3.00	7.00	.163	.251
				0.941081	0.724575

Variables	N	Minimum	Maximum	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	c.r	Statistic	c.r
VE (X1.2)	200	2.00	7.00	-.365	-2.10733	.651	1.879275
VP(X1.3)	200	4.00	7.00	-.337	-1.94567	-.248	-0.71591
ES (X1.4)	200	2.00	7.00	-.361	-2.08423	.392	1.131607
COM(Y1.1)	200	2.00	7.00	-.383	-2.21125	.277	0.79963
TW(Y1.2)	200	2.00	7.00	-.533	-3.07728	1.057	3.051296
CPS(Y1.3)	200	2.00	7.00	-.328	-1.89371	.238	0.687047
IS(Y1.4)	200	2.00	7.00	-.581	-3.35441	.385	1.111399
SD(Y1.5)	200	2.00	7.00	.082	-0.47343	.855	2.468172
AWASI(Y2.1)	200	2.00	7.00	-.238	-1.37409	.169	0.487861
LEG(Y2.2)	200	3.00	7.00	-.007	-0.04041	.115	0.331976
BUDGET(Y2.3)	200	3.00	7.00	-.385	-2.2228	.264	0.762102
WAKILI(Y2.4)	200	4.00	7.00	-.115	-0.66395	-.224	-0.64663
Valid N (listwise)	200						

### Structural Equation Modelling (SEM) Analysis

The following is an assessment of whether or not this research model is fit.

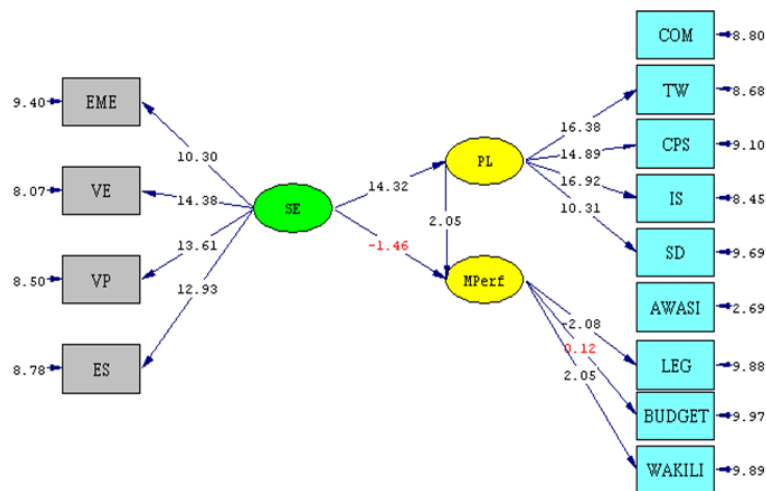
**Table 3.** Goodness of Fit Statistic

Statistic	Fit Criteria (LPPM Airlangga;2006)	Goodness of fit Result	Model Description
Chi-square	P> 0.05	0.0	Less fit
RMSEA	<0.08	0.17	Less fit
ECVI	<ECVI sat & indep.Model	2.43<9.97	Fit
CAIC	<CAIC Sat & Indep. Model	203.78<573.15	Fit
sRMR	<0.05	0.012	Fit
GFI	>0.90	0.75	Less Fit
AGFI	>0.90	0.94	Fit
PGFI	>0.90	0.91	Fit
NFI	>0.90	0.88	Less fit
NNFI	>0.90	0.85	Less fit
PNFI	>0.90	0.82	Less fit
CFI	>0.90	0.90	Fit
IFI	>0.90	0.91	Fit
RFI	>0.90	0.92	fit

After testing the suitability of the research model, the next step is to test the causality of the hypotheses developed in the research model. From the appropriate model, each path coefficient can be interpreted. The detailed presentation of the path coefficient is presented below.

**Table 4.** Causality Testing Results

Variable	Path coefficient t-value	Description
Self Efficacy → Politic Leadership (SE→PL)	14.32	Significant
Politic Leadership → Council Members' Performance (PL→Mperf)	2.05	Significant
Self Efficacy → Council Members' Performance (SE→Mperf)	-1.46	Not Significant

**Figure 5.** Structural Model Path Diagram

Based on the data above, the interpretation of each path coefficient is as follows:

1. Hypothesis one (H1): Belief in self-efficacy positively and significantly affects political leadership. The positive path coefficient and t-value of 14.32 (greater than 1.96) support this hypothesis.
2. Hypothesis two (H2): Belief in self-efficacy negatively and insignificantly affects performance. The negative path coefficient of -1.46 (smaller than 1.96) does not support this hypothesis.
3. Hypothesis three (H3): Political leadership positively and significantly affects performance. The positive path coefficient and t-value of 2.05 (greater than 1.96) support this hypothesis.

## Discussion

Self-efficacy in this study refers to the belief in self-efficacy held by members of the Lamongan DPRD for the 2019-2024 period. This includes past successes, inspiration from others' actions, beliefs rooted in others' confidence in their abilities, and the ability to manage positive emotions for good performance. Constituents assess this dimension to gauge a member's self-view, which can be built according to personal characteristics. This belief has a positive effect on the political leadership of DPRD members, as indicated by a positive path coefficient with a t-value of 14.32. This supports the hypothesis that belief in self-efficacy positively influences political leadership. However, belief in self-efficacy has a negative, insignificant effect on the performance of DPRD members, as shown by a negative path coefficient with a t-value of -1.46, which does not

support the second hypothesis.

## CONCLUSIONS

Based on the results of the study, after testing the effect of belief in Self-efficacy on political leadership and the performance of board members, the following conclusions can be drawn:

1. Belief in Self-efficacy has a significant positive effect on political leadership. These results support the first hypothesis in this study, which states that belief in self-efficacy affects the political leadership of members of the DPRD of Lamongan Regency for the 2019-2024 period.
2. Belief in Self-efficacy has a negative and insignificant effect on the performance of Council Members. These results do not support the second hypothesis in this study, which states that belief in Self-efficacy affects the performance of members of DPRD of Lamongan for the 2019-2024 Period.
3. Political leadership has a positive and significant effect on the performance of council members. These results provide support for the third hypothesis in this study, which states that political leadership affects the performance of members of the Lamongan Regency Legislative Council (DPRD) from 2009 to 2014.

Council members should enhance self-competence to improve political leadership quality and develop personal leadership skills, charisma, and moral authority. Future research should explore different loci for comprehensive insights and varied variables to better understand factors influencing political leadership and DPRD members' performance, aiming to identify critical elements for legislative improvement.

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