



THE EFFECT OF SELF EFFICACY AND LIFE SATISFACTION ON JOB PERFORMANCE WITH WORK ENGAGEMENT AS MEDIATING VARIABLE

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Article Information Abstract

History of article:
Accepted April 2024
Approved August 2024
Published September 2024

Keywords:
Investor Attention,
Ramadan Effect, Stock
Returns

This study aims to analyze the mediating role of work engagement in the relationship between self-efficacy, life satisfaction, and job performance at PLN UID Central Java and Yogyakarta. The population in this study consists of employees of PLN UID Central Java and Yogyakarta, with a sample of 100 respondents selected using proportionate random sampling. The results show that work engagement mediates the effect of self-efficacy on job performance, but does not mediate the effect of life satisfaction on job performance. Furthermore, life satisfaction was found to have no significant effect on job performance. The R-square value indicates that 42.2% of the variance in job performance is explained by other variables. Future research is expected to examine additional independent variables influencing performance and to consider alternative mediating variables, as work engagement was only able to partially mediate the relationship between self-efficacy and performance and was unable to mediate the relationship between life satisfaction and performance.

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e-ISSN 2502-1451

INTRODUCTION

Performance is the quality of employee behavior that focuses on their tasks and jobs. In other words, employees' attitudes and behaviors towards their work and how they concentrate on completing it are the factors that determine employee performance in an organization. Therefore, if a company or organization wants to progress and develop, they must have quality employees. These qualified employees are those whose performance can meet the targets or goals of the institution. Therefore, the performance of a company or organization is considered to be the result of a certain work process carried out by employees and their organization (Kasim et al., 2023).

Performance is one indicator that can see the success of an organization or company. Good performance will definitely produce good quality goods and services. To be able to produce quality goods and services, of course, it starts with quality human resources. In this case, quality human

resources mean human resources who can show good performance as expected by the company. Therefore, it is important for each company to pay attention to factors that can affect performance (Iskandar, 2018).

Self-efficacy is factor that can have a direct impact on job performance and has an effect on both workplace and psychosocial well-being (Heuvel et al., 2015). A person who has self-efficacy has confidence in their ability and skills to organize and carry out the actions needed to achieve a goal (Bandura, 1997). A person's belief in their ability and skills to perform their job will affect their motivation to seek out or avoid certain tasks. Employees with high self-efficacy can cope with difficulties more effectively and will strive to increase work productivity, satisfaction, motivation and adaptability and provide good work results (Bargsted et al., 2019).

Life satisfaction is another factor that can have impact on job performance (Magnier-Watanabe et al., 2020). Employees who have a

good level of life satisfaction tend to be more productive and feel more engaged to the company they work for (Janicijevic et al., 2013). Life satisfaction on the employees will affect productivity, work quality, efficiency, and work commitment (Koltuniuk et al., 2021). Findings from other studies conducted in various sectors of the economy found that in general, life satisfaction is an important factor that affects performance (Lado et al., 2021).

On the other hand, job engagement is a factor that is closely related to job performance. Work engagement is a relationship between employees and their work which is characterized by a spirit full of high dedication in completing their work (Langelan et al., 2006). Employees who have a high level of job engagement will be willing to take on more roles in their work. According to the study, employees who have an engagement to their workplace will be able to perceive their work as a challenge to be completed rather than perceiving their work as a demand and stressor (Dai et al., 2021).

Identifying and understanding the factors associated with the job performance in company like PLN is very important because it will benefit both workers as well as the customers who benefit from the quality of public care. Therefore, the purpose of this study was to analyze the mediating role of work engagement in the relationship between self-efficacy, life satisfaction, and job performance in PLN UID Jateng & DIY workers.

HYPOTHESES DEVELOPMENT

Self-efficacy is an individual's assessment of their ability to organize and carry out a series of actions to achieve a specified performance. Someone who has good self-efficacy will be able to find other ways if they reach an obstacle in an effort to complete a task or job, they will continue to look for solutions and remain confident that they will be able to complete the task or job well. Increased self-efficacy will be able to trigger positive processes which will then affect job performance (Breso et al., 2011). An employee who has a high level of self-efficacy believes that he is able to have control over his work, believes that the tasks and efforts given will be beneficial to their work. Not only will this have a positive impact on performance, employees with high self-efficacy will not give up easily to pursue the goals of their work. In contrast, employees with low self-efficacy will tend to lack the energy needed to complete their tasks (De Clercq, 2018).

H1: Self-efficacy affect Job Performance

Life satisfaction is how a person positively evaluates the overall quality of his life or in other words, how much a person loves the life he lives (Veenhoven, 1996). Several studies have

acknowledged that one of the important factors in improving job performance is satisfaction and feelings of happiness within the individual (Safdar et al., 2018). It is because if someone feels satisfied and happy, they will have a greater possibility to work actively in fulfilling their life goals. Individuals who have higher satisfaction and feelings of happiness will be more likely to get success in terms of work, including good performance and productivity and can carry out managerial work better (Lyubomirsky et al., 2005).

H2: Life satisfaction affect Job Performance

Self-efficacy is one of the positive aspects in individuals to experience work engagement, because when individuals have higher self-efficacy, individuals will be more optimistic and their level of work engagement will increase (Sonnetag et al., 2010). Self-efficacy is positively related to work engagement because it triggers individuals to expend greater energy and effort in carrying out tasks or work and triggers the emergence of appreciation in their tasks or work (Ouweneel et al., 2013). The beliefs possessed by individuals will encourage them to have dedication to work so that they are willing to dedicate their thoughts, time and energy to their work. On the contrary, if individuals do not have confidence, they will tend to give up easily because they consider themselves not competent enough. Furthermore, job absorption also requires belief in individual competence (Lisbona et al., 2018). Individuals or groups who have self-efficacy will increase their attachment to their work, shown by hard work, dedication, perseverance and passion in their work (Salanova et al., 2011).

H3: Self-efficacy affect Work Engagement

Good satisfaction conditions owned by individuals will have a positive impact on the level of work engagement. Someone who feels happy and satisfied in life will be able to realize their full potential, and trigger the emergence of positive emotions at work so that individuals will find meaning from the work they do, which will then affect the level of work engagement in individuals (Fatmasari et al., 2018). An employee who carries out his duties and work with positive feelings will make the job feel more meaningful for his life and will encourage employees to be more passionate, dedicated and passionate about their job. So, if an individual has a good level of life satisfaction, it will make them more engaged with their job (Garg & Singh, 2019).

H4: Life Satisfaction affect Work Engagement

An employee who is energized and has higher work engagement will psychologically

present themselves physically, emotionally and cognitively in an effort to achieve the required performance (Lai et al., 2020). To improve performance, companies must be able to encourage their employees to put their energy, time and thoughts into carrying out each task or work. An employee who has a good level of work engagement will invest their physical, emotional and cognitive energy into their job. They will show an improvement in performance because they will work longer hours, focus more on their responsibilities, and be more emotionally connected to their role at work (Rich et al., 2010). In social exchange theory, an employee who has higher work engagement will show better performance than an employee with lower levels of work engagement (Bakker & Bal, 2010). Employees who are engaged in their work will put more effort into their job (Alessandri et al., 2015).

H5: Work Engagement affect Job Performance

An employee who has higher self-efficacy will be more engaged and have better performance because the employee has good personal resources. In this case what is meant by personal resources is that someone is able to have control over themselves and be able to influence their environment (Mastenbroek et al., 2014). Employees who have good self-efficacy and optimistic will be vigorously, dedicated and

passionate about their work, so that it will have a positive impact on their job performance (Lazauskaite-Zabielske et al., 2018). Employees who have self-efficacy will be more engaged in their job which will then make them willing to put more effort into work, so that it will have a positive impact on performance (Tian et al., 2019). It can be concluded that increasing self-efficacy will make an employee more engaged in their self-development which will then help improve their job performance.

H6: Work Engagement mediates the effect of Self-Efficacy on Job Performance

Positive emotions possessed by an employee such as feelings of happiness or life satisfaction manifested in work engagement will allow employees who are engaged to perform better than employees who are not engaged (Garg & Singh, 2019). Increasing the aspects of employee well-being, one of which is life satisfaction, is the right strategy because it will increase work engagement. By increasing work engagement will create a positive attitude, then employees who are engaged will provide positive reciprocity in terms of appreciation, recognition and success (Bakker & Oerlemans, 2011).

H7: Work Engagement mediates the effect of Life Satisfaction on Job Performance

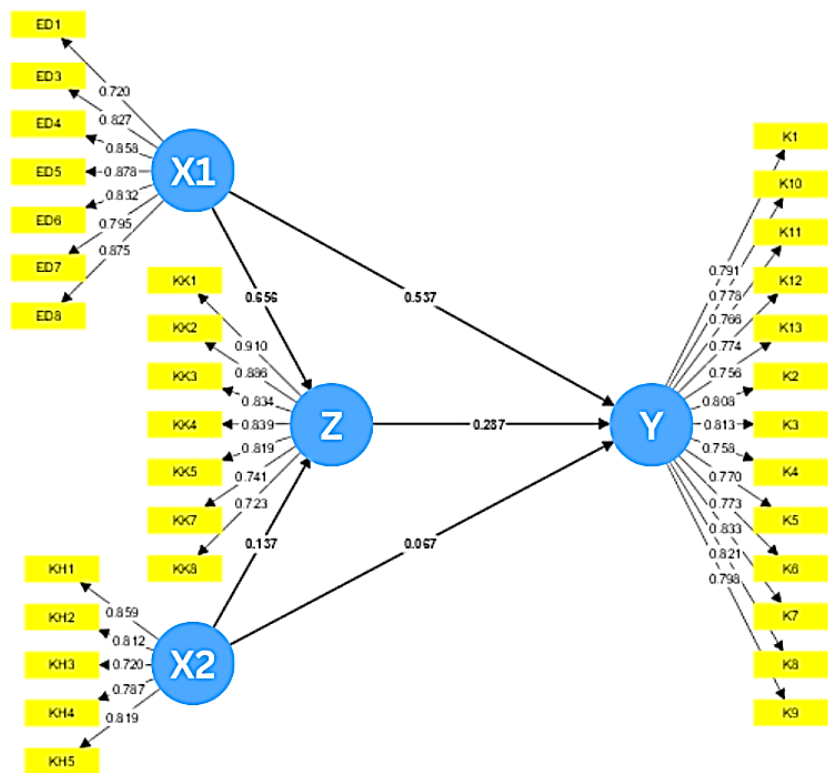


Figure 1. Research Model

METHOD

Hypothesis testing is using a Structural Equation Model (SEM) approach based on Partial Least Square (PLS). Structural Equation Model (SEM) is a multivariate analysis technique used to

explain the relationship between variables in a model between indicators and constructs or relationships between constructs (Ginting, 2009). The object of this research is PLN UID Jateng & DIY. The population in this study are 170

employees of PLN UID Jateng & DIY. Based on the results of the sample calculation required in this study, the minimum is 100 respondents. The sampling technique in this study used proportionate random sampling technique.

The variables used in this study are independent, dependent, and mediating variables. There are two independent variables in this study, the first is self-efficacy (X1), based on the indicators used in the research of Bandura (1997), this study will use three indicators, namely level, strength and generality. The second variable is life satisfaction (X2), based on the indicators used in the research of Diener et al. (2013), this study will use two indicators, namely cognitive aspects and affective aspects. The dependent variable in this study is job performance (Y), based on the indicators revealed by Koopmans et al. (2016), this study will use three indicators, namely task performance, contextual performance and contraproductive work behavior. The mediating variable in this study is work engagement (Z),

based on indicators stated by Schaufeli and Bakker (2004), this study will use 3 indicators, namely vigor, dedication, and absorption. In this study, the data collection technique used was a questionnaire by providing a list of questions to employees of PLN UID Jateng & DIY. The questionnaire measurement method in the study uses a Likert scale with a scale of 1 to 5 from very negative to very positive.

RESULT

Validity Test

The convergent validity test can be seen from the outer loading value and using Average Variance Extracted (AVE) in calculations using the SmartPLS 3.0 program, if the outer loading has a value > 0.6 and AVE > 0.5 then the statement item is declared valid. However, if there is a statement item that has an outer loading value <0.6, the statement item should be removed or replaced with another statement.

Table 1. Convergent Validity Testing

Variable	Statement Item	R-count	Information
Self-efficacy (X1)	X1.1	0.72	Valid
	X1.2	0.827	Valid
	X1.3	0.858	Valid
	X1.4	0.878	Valid
	X1.5	0.832	Valid
	X1.6	0.795	Valid
	X1.7	0.875	Valid
Life Satisfaction (X2)	X2.1	0.859	Valid
	X2.2	0.812	Valid
	X2.3	0.72	Valid
	X2.4	0.787	Valid
	X2.5	0.819	Valid
Work Engagement (Z1)	Z1.1	0.91	Valid
	Z1.2	0.886	Valid
	Z1.3	0.834	Valid
	Z1.4	0.839	Valid
	Z1.5	0.819	Valid
	Z1.6	0.741	Valid
	Z1.7	0.723	Valid
Job Performance (Y1)	Y1.1	0.791	Valid
	Y1.2	0.778	Valid
	Y1.3	0.766	Valid
	Y1.4	0.774	Valid

Y1.5	0.756	Valid
Y1.6	0.808	Valid
Y1.7	0.813	Valid
Y1.8	0.758	Valid
Y1.9	0.77	Valid
Y1.10	0.773	Valid
Y1.11	0.833	Valid
Y1.12	0.821	Valid
Y1.13	0.798	Valid

Based on the results of the data above, it shows that the correlation between the construct and its indicators has a greater value than the correlation with other constructs for each variable. 32 items were declared valid.

Realibility Test

To find out the reliability test, you can see the Cronbach's Alpha value to measure the lower limit of construct reliability. Then there is Composite Reliability which is used to measure the true value of the reliability of a construct.

Table 2. Composite Reliability Testing

Variabel	Cronbach's Alpha	Composite Reliability	Information
X1	0.923	0.925	Reliabel
Y1	0.949	0.950	Reliabel
X2	0.860	0.869	Reliabel
Z1	0.920	0.921	Reliabel

Based on the table above, it can be seen that all latent variables have a value of *Cronbach's Alpha* and *Composite Reliability* >0.7 which means that all instruments or measuring instruments in this study are consistent and accurate.

Goodness of Fit (GoF)

Goodness of fit is used to test the conformity between the observations and the frequency obtained based on the expected value. GoF categories are 0.1 (small), 0.25 (moderate), 0.36 (large) (Hair et al., 2013). Testing can be done using the following formula.

GoF $=\sqrt{AVE \times R^2}$
 $=\sqrt{0.657 \times 0.630^2}$
 $=\sqrt{0.261}$
 $= 0.510$

Based on the results of the above calculations, it can be seen that the GoF value is 0.510 where this figure is included in the large category. This shows that there is a match between the observations and the frequency obtained based on expectations.

Coefficient of Determination

The coefficient of determination is used to measure the level of variation in changes in the independent variable on the dependent variable (Abdillah & Hartono, 2015). Rule of Thumb R² values in structural models are 0.67 (strong), 0.33 (moderate), 0.19 (weak).

Table 3. R-square Testing

Variable	R-Square
Work Engagement	0.681
Job Performance	0.578

Based on Table above, it can be seen that the R-Square value on the Work Attachment variable is 0.681, from this figure it can show that the coefficient of determination of work attachment of 68.1% can be explained by the variables of self-efficacy and life satisfaction, while the remaining 31.9% can be explained by other variables outside the model. In the Performance variable, the R-Square value is 0.578, which means that this figure shows that the coefficient of determination of performance of 57.8% can be explained by the variables of self-

efficacy and life satisfaction, while the remaining 42.2% is explained by other variables outside the model.

Hypothesis Testing

In testing the direct effect can be seen in the path coefficient by conducting an evaluation

based on the original sample, and T statistics. The original sample is used to determine the direction of the hypothesized relationship, whether positive or negative. Meanwhile, T statistics are used to determine the estimated value or magnitude of the influence of the independent variable on the dependent variable. The results of direct effect testing can be seen in table below.

Table 4. Hypothesis Testing (Direct Effect)

Hypothesis	Origin Sample	T Statistic	P Value	Information
X1 → Y	0.537	4.947	0.000	Accepted
X1 → Z	0.656	5.760	0.000	Accepted
X2 → Y	0.067	0.719	0.472	Decline
X2 → Z	0.137	1.094	0.274	Decline
Z → Y	0.287	2.590	0.010	Accepted

The first hypothesis is to test whether self-efficacy affects job performance. Based on table above shows the results that the original sample is 0.537, the T statistics value is 4.947 > 1.96, and the significance value is 0.000 < 0.05, it can be concluded that the first hypothesis is accepted, meaning that self-efficacy is positive and has an effect on job performance.

The second hypothesis is to test whether self-efficacy affects work engagement. Based on table above shows the results that the original sample is 0.656, the T statistics value is 5.760 > 1.96, and the significance value is 0.000 < 0.05, it can be concluded that the second hypothesis is accepted, meaning that self-efficacy is positive and has an effect on work engagement.

The third hypothesis is to test whether life satisfaction affects job performance. Based on table above shows the results that the original sample is 0.067, the T statistics value is 0.719 < 1.96, and the significance value is 0.472 > 0.05, it can be concluded that the third hypothesis is rejected, meaning that life satisfaction has no effect on job performance.

The fourth hypothesis is to test whether life satisfaction affects work engagement. Based on table above shows the results that the original sample is 0.137, the T statistics value is 1.094 < 1.96, and the significance value is 0.274 > 0.05, it can be concluded that the fourth hypothesis is rejected, meaning that life satisfaction has no effect on work engagement.

The fifth hypothesis is to test whether work engagement affects job performance. Based on table above shows the results that the original sample is 0.287, the T statistics value is 2.590 > 1.96, and the significance value is 0.010 < 0.05, it can be concluded that the fifth hypothesis is accepted, meaning that work engagement is positive and has an effect on job performance.

Indirect testing can be done by looking at the results of the specific indirect effect by evaluating based on the original sample value, and T statistics. Original sample is used to see the direction of the relationship in the hypothesis. T statistics are used to determine the estimated value of the effect of the independent variable on the dependent variable. The results of direct effect testing can be seen in the following table.

Table 5. Hypothesis Testing (Indirect Effect)

Hypothesis	Original Sampel	T Statistics	P Values	Information
X1 → Z → Y	0.188	2.264	0.024	Accepted
X2 → Z → Y	0.039	0.996	0.319	Decline

The sixth hypothesis is to test whether job engagement is able to mediate the effect of self-efficacy on job performance. Based on Table above shows the results that the original sample is 0.188, the T statistics value is 2.264> 1.96, and the significance value is 0.024 <0.05, it can be

concluded that the sixth hypothesis is accepted, meaning that work engagement can mediate the effect of self-efficacy on job performance.

The seventh hypothesis is to test whether job engagement can mediate the effect of life satisfaction on performance. Based on table above

shows the results that the original sample is 0.039, the T statistics value is $0.996 < 1.96$, and the significance value is $0.319 > 0.05$, it can be concluded that the seventh hypothesis is rejected, meaning that job engagement cannot mediate the effect of life satisfaction on job performance.

The first hypothesis in this study is to test whether self-efficacy affects job performance, the result is accepted. This proves that increasing the level of confidence in the abilities possessed in their work will have a positive effect on the resulting performance.

DISCUSSION

The Influence of Self-Efficacy on Job Performance

The results of this study are supported by previous research, namely research by Cetin & Askun (2018) which says that self-efficacy can improve overall performance because an employee who has high self-efficacy will spend more effort on tasks on their job. In addition, the results of research by Clerqc et al. (2018) said that employees' perceptions of the competencies they have will be able to improve their performance where they work. This is because they are able to overcome their concerns regarding their organizational functions. An employee who has confidence in their abilities, the less likely they will feel burdened by fears related to their organizational functions and the ability to complete tasks at work.

The results of the study are also supported by social cognitive theory which says that the ability to control thought processes, motivation, and actions will be able to increase the likelihood of an individual to achieve his goals. An individual who has high self-efficacy will be able to face various challenges. Conversely, if an individual does not have confidence in their abilities, then they will easily give up so that they will fail to achieve their goals (Tarsidi, 2010). In addition, this hypothesis is also supported by the results of descriptive analysis of the self-efficacy variable which shows an average index of 80.2% and the average index of the performance variable which shows 79% which is included in the high category. This means that it shows that increasing self-efficacy is in line with increasing performance.

The results of this study indicate that employees of PLN UID Jawa Tengah and DIY have a positive belief in their ability to complete tasks, are able to face various difficulties in completing their tasks and responsibilities at work, have confidence in being able to work effectively, and have confidence in achieving the success they have set, so that employees in PLN UID Jateng and DIY are able to complete their

tasks and responsibilities well, which will then result in high performance.

The Influence of Self-Efficacy on Work Engagement

The second hypothesis in this study is to test whether self-efficacy affects work engagement, the result is accepted. This shows that the higher an employee's belief in their own abilities, it will have a positive effect on their sense of work attachment.

The results of this study are supported by previous research, namely research by Djasa et al. (2020) which says that the level of self-efficacy in employees can help increase the level of work attachment in employees. In addition, research by Xanthoupoulou et al. (2013) which says that employees who have a high level of self-efficacy will be able to be more confident and optimistic about their future, so that it can encourage an increased sense of work engagement. The same results are also shown by the results of research from MacHe et al. (2014) which says that a high level of self-efficacy in employees will increase the likelihood that he will do the task, be consistent in his goal of completing the task, and be able to survive in the face of challenges, so that employees will have enthusiasm and motivation to work optimally.

Furthermore, this result is also supported by the results of descriptive analysis of research variables. The self-efficacy variable has an average index value of 80.2% and the work engagement variable which has an average index value of 79.3%, both of which are in the high category. This shows that the high level of self-efficacy in employees will be in line with the high level of work attachment.

The results of this study indicate that the level of self-efficacy encourages employees of PLN UID Jateng and DIY to feel confident in completing tasks and responsibilities. With a high level of self-efficacy in these employees, it will have a positive impact on a good work environment, reduce uncertainty, and encourage employees to be more actively involved in their work, so that this will affect the increasing sense of work engagement in employees of PLN UID Jateng and DIY.

The Influence of Life Satisfaction on Job Performance

The third hypothesis in this study, which tests whether life satisfaction affects job performance, the result is rejected.

This means that life satisfaction has no significant effect on the job performance of PLN UID Jateng and DIY employees. This can be

shown in the T-statistics value of $0.719 < 1.96$ and a significance value of $0.472 > 0.05$. From this value, it shows that the life satisfaction variable cannot improve the performance of PLN UID Jateng and DIY.

Researchers suspect that job performance may not be influenced by life satisfaction but by other factors such as compensation and work environment (Alatartseva & Barysheva, 2015). In addition, research by Nugraha & Tjahjawati (2017) which says that the compensation received by an employee is able to improve his performance. The results of this hypothesis are supported by previous research, namely by Magnier-Watanabe et al. (2020) which says that life satisfaction owned by employees has no significant effect on performance.

The Influence of Life Satisfaction on Work Engagement

The fourth hypothesis in this study is to test whether life satisfaction has an impact on work attachment, the result is rejected. This means that life satisfaction has no significant effect on the work attachment of PLN UID Jateng and DIY employees. This can be shown in the T-statistics value of $1.094 < 1.96$ and a significance value of $0.274 > 0.05$. From this value, it shows that the life satisfaction variable cannot increase job attachment.

The factor that causes the rejection of this hypothesis is because life satisfaction is an individual's feelings and assessment of a condition or event for an individual to evaluate the quality and satisfaction of his life. For example, an individual may feel satisfied with his life, feel that his life is in accordance with what he aspires to, or even feel that his life is better than others. However, because human life is actually more complicated and complex, it can affect their daily activities including work.

This shows that life satisfaction possessed by employees of PLN UID Jateng and DIY such as a good life, having gotten what they aspire to, and being satisfied with their lives cannot be a predictor of the work attachment variable. This means that an employee may feel satisfied in their life, but feel unattached to their work.

The Influence of Work Engagement on Job Performance

The fifth hypothesis in this study, which tests whether job attachment affects performance, is accepted. This proves that the higher an employee of PLN UID Jateng and DIY feels attached to their job, it will have a positive effect on their performance.

The results of this study are supported by previous research, namely research by Ismail et al.

(2019) who say that an employee who feels attached tends to be immersed in his work and will show enthusiasm for their tasks. This will then be able to have a positive impact on good performance. In addition, research by Carter et al. (2018) said that an employee who has a sense of job attachment will be able to affect performance. This is characterized by an employee will feel inspired, proud, enthusiastic, and feel challenged in their work.

The results of the study are also supported by the Job Demands-Resource Model developed by Schaufeli and Bakker (2004). The model explains that resources and people in the employee's work environment can encourage a sense of work attachment. Employees who have a feeling of attachment to their work will bring out their commitment to the company that gives them the opportunity to develop and grow in achieving its goals.

In the descriptive analysis of the research variables, it also shows that the average index value of the work engagement variable and the performance variable are in the high category. The average index value of work engagement is 79.3%, while the performance variable has an average index value of 79%. The results show that employees of PLN UID Jateng and DIY feel energized and excited when doing their work, feel involved in their work, and feel proud of their profession, so that it has a very good impact on their performance.

The Effect of Self-Efficacy on Job Performance through Work Engagement

The sixth hypothesis in this study is to test whether job engagement mediates the relationship between self-efficacy and performance, where the results are accepted. This proves that work engagement is able to be a positive mediator of self-efficacy variables on the performance of PLN UID Jateng and DIY employees.

The results of this study are in accordance with previous research, namely by Tian et al. (2019) which says that the work attachment variable can be a mediator between self-efficacy and performance, so it can be said that work attachment is an important factor in self-efficacy and performance. An employee who has high self-efficacy will feel more attached to their job so that they will give more effort in improving their performance. Bhatti et al. (2018) explained the role of job engagement in mediating the relationship between personal resources, one of which is self-efficacy with performance. Work attachment (vigor and dedication) mediates the relationship between personal resources and performance (task and contextual). This means that self-efficacy encourages work attachment in employees and encourages them to actively participate in tasks to improve job performance.

The results of this study are also in accordance with social cognitive theory which explains that self-efficacy is the basis of human agency. Self-efficacy can encourage an employee to strive in his job and survive in the face of adverse or uncertain conditions, which will then motivate a person to engage in positive behavior, so that a person will feel enthusiastic, dedicated, and enthusiastic in an effort to produce good performance.

The Effect of Life Satisfaction on Job Performance through Work Engagement

The seventh hypothesis in this study is to test whether job engagement mediates the relationship between life satisfaction and job performance, where the results are rejected. This can be shown in the T-statistics value of $0.996 < 1.96$ and a significance value of $0.319 > 0.05$. From this value, it shows that job engagement cannot affect the relationship between life satisfaction and performance.

Through the results of this study, it can be concluded that the life satisfaction variable cannot have an influence on performance even though it has been mediated by the work engagement variable. Because when an individual evaluates his life, of course through various factors. Therefore, it is possible that the evaluation of his satisfaction with life has no effect on his performance even though he feels engaged in his work. In this study, employees agreed with the statements written in the distributed questionnaires because they described the conditions they wanted. However, in their daily lives, things often happen that are not in accordance with their wishes or things beyond their control that affect their working conditions.

CONCLUSION AND RECOMENDATION

Self-efficacy affects job performance. This means that the existence of self-efficacy in employees will improve the performance of PLN UID Jateng and DIY employees. Self-efficacy affects work engagement. This means that the presence of self-efficacy in employees will increase work engagement in employees of PLN UID Jateng and DIY. Life satisfaction has no effect on job performance. This means that the existence of life satisfaction felt by employees of PLN UID Jateng and DIY is not able to provide an increase in performance. Life satisfaction has no effect on work engagement. This means that the existence of life satisfaction felt by employees of PLN UID Jateng and DIY is not able to provide an increase in work attachment. This means that the existence of a sense of work engagement in employees will improve job performance in employees of PLN UID Jateng and DIY.

Work Engagement is able to mediate the effect of self-efficacy on job performance. This means that the existence of work engagement by employees of PLN UID Jateng and DIY can increase the influence of self-efficacy on job performance. Work engagement is not able to mediate the effect of life satisfaction on job performance. This means that the existence of work engagement owned by employees of PLN UID Jateng and DIY cannot increase the effect of life satisfaction on performance.

PLN UID Jateng and DIY It is recommended to facilitate employees to keep their performance high and continue to improve, like mindfulness training, because with various mindfulness training can help reduce work stress, bring peace, self-esteem, and maintain focus so that it can make employees have positive feelings or emotions both inside and outside of work.

Future research that wants to examine performance is expected to develop independent variables other than self-efficacy and life satisfaction, because the life satisfaction variable in this study has no effect on improving performance, besides that, also because the R-Square value of Performance is 0.578, which shows that the coefficient of performance determination of 57.8% can be explained by the variables of self-efficacy and life satisfaction, meaning that the remaining 42.2% can be explained by other variables outside the model.

Future research that wants to examine indirect effects on performance can use variables other than work engagement. Because in this study work engagement was not able to mediate the relationship between life satisfaction and job performance. In addition, work engagement is only able to partially mediate the relationship between self-efficacy and performance, while the direct effect of self-efficacy on performance is greater than through the mediation of self-efficacy.

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