

The Influence of Self Efficacy and Self Confidence on Gender Equality in Manufacturing Companies - West Java Province

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Abstract—The purpose of this study is to analyze the influence of self-efficacy and self-confidence on gender equality based on participatory and fair aspects including: have equal rights to social resources and services, concerning basic rights, develop in equality, benefit, with regard to individual desires or needs to take part in the common interest. The unit of analysis of this research was conducted on manufacturing companies located in West Java Province (Karawang, Subang, Bandung, Sukabumi, Garut) as many as 10 factories with different types of business. The unit of observation or respondents in this study were 100 employees, the statistical categories used were non-parametric statistics and a quota sampling technique through an online google form questionnaire. Using the correlation approach and multiple linear regression with SPSS v25. The results showed that no effect of self-efficacy on gender equality, but simultaneously there was an effect of 51.4% on gender equality in manufacturing companies West Java Province.

Keywords—self efficacy, self confidence, kesetaraan gender

I. INTRODUCTION

There are two important concepts principally different that need to be understood in discussing gender issues, namely the concept of sex and the concept of gender [1]. Understanding gender as a difference that places the roles of men and women occurs through a very long process, through the process of socialization, strengthening, and social, cultural, and religious construction and even through state power [2]. One of the causes of women's powerlessness is gender inequality which encourages the decline of women's roles and positions in society. People's judgments about their ability to organize and implement courses of action needed to achieve the designated type of performance, whereas people who always feel like failures tend to fail [3], self-control, one's resilience in the face of a failure, performance and tasks [3,4]. Enthusiastic in carrying out daily life both individually and in groups tend to have high self-confidence [5]. Gender differences will continue to be a problem as long as gender inequality and inequality persist. There are still few studies that discuss gender equality

based on self-efficacy and self-confidence. Therefore, this study analyzes self-efficacy and self-confidence that can affect the creation of gender equality, especially in employment in companies.

A. Self Efficacy

Self-efficacy is a belief that a person has in his own ability to do something. In forming self-efficacy, four important factors are needed, namely mastery experience (success experience), vicarious experience (mimicking experience), social persuasion (facing audiences), and physiological & emotion state (anxiety and emotion) [3]. Meanwhile, according to Medhayanti [6] that individuals who have self-efficacy will certainly be more active in completing tasks, in other words, they will increase participation in preparing a budget or their managerial performance will increase.

B. Self Confidence

Self confidence means having confidence in yourself [7]. Self confidence is a combination of self-esteem and self-efficacy [8]. Self-confidence is an attitude or feeling of confidence in one's own abilities so that the person concerned is not too anxious in his actions, can feel free to do the things he likes and is responsible for his actions, is warm and polite in interacting with others, can accept and respect others, have the drive to excel and be able to recognize their strengths and weaknesses [9]. When individuals are more active, have purposeful behavior, are enthusiastic in carrying out daily life, both individually and in groups, they tend to have high self-confidence [5]. Another opinion states that self-confidence is a person's belief in all aspects of the advantages and this belief makes him feel able to achieve various goals in his life [10]. An individual's belief in his abilities so that he feels satisfied with his situation [11]. A belief that someone is able to behave as expected and desired [12]. Based on some of these opinions, it can be stated that self-confidence is a feeling of confidence in one's own abilities which includes a good assessment and acceptance of oneself as a whole, acting in accordance with

what is expected by others so that individuals can be accepted by others and their environment.

C. Gender Equality

Gender is the difference between men and women which is focused on the behavior, expectations, status and roles of every man and woman which are determined by the social structure in which they are located [13]. Understanding gender as a difference that places the roles of men and women occurs through a very long process, through the process of socialization, strengthening, and social, cultural, and religious construction and even through state power [2]. There are several expressions regarding gender contained in the Gender Equality and Justice module of the Minister of Women's Empowerment which will provide more understanding and awareness of gender, namely: 1) that men and women in accordance with the role and function in the family, social also added that gender is the difference in status between men and women, 2) that Gender is basically a concept that distinguishes between men and women not based on their biology, but is associated with roles, socially engineered functions, rights, traits, behavior. Therefore, the understanding of gender can change and is highly dependent on the local culture that supports it. 3) that gender is used in the implementation of justice and gender equality in the form of partnerships between men and women to participate in every aspect of development. Differences in the concept of gender socially have given birth to different roles of women and men in society. In general, the existence of gender awareness has given birth to an understanding that men and women have roles, responsibilities, functions and even spaces where humans work, with all their respective potentials and expertise in a balanced, equal and equal manner.

D. Self Efficacy towards Gender Equality

In one study, both boys and girls had high self-esteem as children but then decreased in early adolescence. Girls' self-esteem falls twice as much as boys during adolescence [14]. Comparison of general self-efficacy levels between men and women, the findings of this study indicate that, there is no significant difference for the two sexes, although there are slight differences in general perception, perceived ease of use, and behavioral intention, but not significant [15]. In addition, general Computer Self-efficacy is very important for determining behavioral intention to use indirectly for women even though general CSE perception is lower than for men, and to use than general CSE for women despite perception Specific CSE is similar to that of men [16].

E. Self Confidence, Self Confidence, and Gender Equality

Traditionally people believe that if a person is born as a male, then that person has an outward tendency to behave or play a masculine role. Conversely, if the person is a woman, it can be ascertained that the person is weak, dependent, submissive, emotional and becomes a subordinate [17]. Furthermore, the results of other studies state that

entrepreneurial attitudes predict entrepreneurial intentions that lead to individual behavior [18]. Self-confidence is a required entrepreneurial characteristic and self-confidence is related to other psychological characteristics [19]. Direct comments from senior Hewlett-Packard executives to interviewers for The McKinsey Quarterly indicate that female employees in companies are generally less likely to apply for employment, unless they fit the selection criteria very well, while males will apply if they only meet about 60% of the time requirements [20]. In order to successfully complete the task, the individual must not only have the necessary skills, but he must also believe in his own abilities [21]. Trust in this context means having a strong belief, either in something positive or negative, then self-efficacy is about having a strong positive belief that you have the capacity and skills to achieve goals [20]. Self-efficacy is able to increase entrepreneurial intentions through individual cognitive and emotional processes [22]. The women's predicament was noticed by their male colleagues who commented on the lack of confidence of women in engineering classes. The response of men, less supportive of women, is to assert that women must hide their lack of self-confidence or overcome them [23]. This response from their male counterparts can serve to further undermine women's belief that they belong and can succeed in the engineering program. Academic confidence and self-efficacy are not mutually exclusive. Both can lead to profitable advances in engineering programs [24].

II. METHODS

The research method used is a survey with a causal associative type of research and uses a verification approach that belongs to the category of quantitative research. The population of this research is employees at manufacturing companies in several areas of West Java Province. The sampling technique in this research is using non-probability sampling, namely quota sampling. Manufacturing companies in several areas of West Java Province (Karawang, Subang, Bandung, Sukabumi, Garut) as many as 10 factories with different types of business. Respondents in this study were 100 employees margin error = 5%, because the statistical categories used in this study were non-parametric statistics and by using a sampling technique, namely sampling quotas that were set as many as 100 samples with consideration of distance and time as well as the Covid pandemic period-19, then based on the number of regions as many as 5 regions and 10 factories. The analytical technique used is multiple linear regression to examine the effect of self-efficacy and self-confidence on gender equality, either partially or simultaneously.

III. RESULTS AND DISCUSSION

An evident that 98% of 100 respondents have high self-efficacy which encourages gender equality in the workplace. Longitudinal studies have found an age \times gender interaction for the development of self-efficacy [25], it showed a decrease in men, but an increase in older women. So, that 99% of 100 respondents have high self-confidence which encourages the

creation of gender equality in the workplace. These results support the results of research which explains that employee self-confidence in order to build a positive outlook, realistic goals, skills, self-esteem, and self-evaluation [26]. Thus, it can be stated that the results of respondents' perceptions of gender equality in manufacturing companies in West Java Province have been implemented because workers have high self-efficacy. This means that the self-efficacy of female workers which includes self-motivation, hard work, inner strength, hope to always succeed, high confidence in carrying out tasks, able to survive in adversity, and rise from failure, and able to manage mood well, can has a strong relationship with the creation of a work environment with a low level of discrimination against women.

Furthermore, to find out how much influence the multiple linear regression test with t test is used, as follows (table 1):

TABLE I. COEFFICIENTS^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	6.242	4.168		.137
	SELF EFFICACY	.042	.154	.029	.272 .786
	SELF CONFIDENCE	.650	.100	.695	6.518 .000

^a Dependent Variable: GENDER EQUALITY

Based on the results of these calculations (Hypothesis 1), it can be seen that there is no effect of self-efficacy on gender equality because the value of tcount = 0.272 < 1.984 = 0.025 and the value of Sig. 0.786 > 0.05, thus the alternative hypothesis (Ha1) is REJECTED. And the magnitude of the effect of self-efficacy is only 0.042 or 4.2%, the influence is included in this category is very low. This shows that although self-efficacy has a strong relationship, it has no effect on gender equality, because the company's management still has not placed a small number of women in strategic positions, still only as labor/operational workers.

Based on the results of these calculations (Hypothesis 2), that there is an effect of self-confidence on gender equality because the value of tcount = 6.518 > 1.984 = 0.025 and the value of Sig. 0.000 < 0.05 is ACCEPTED. And the magnitude of the effect of self-efficacy is only 0.650 or 65%, the influence is included in this category is high. This shows that self-confidence has a strong influence on gender equality, therefore female workers must really have competence, ability, expertise, high enthusiasm, confidence in work, and satisfaction in carrying out their work so that they can encourage and create gender equality in the corporate environment. As the results of research reveal that entrepreneurs have higher self-confidence than non-entrepreneurs [27]. Even if the woman has high work motivation, hard effort, hope for progress, great strength, confidence in carrying out her duties, and is creative, it is not an absolute guarantee to get a high position in the company, because it is still considered that women are weak creatures.

What this means is that people with positive self-views can overcome major obstacles to achieving success while people with lower levels of self-esteem or negative self-concepts fail to reach their full potential [28]. From the information in the table above, it can be stated that the correlation coefficient value is 0.549 and the significance value = 0.000 < 0.05, so there is a positive and significant relationship between self-confidence and gender equality, and the correlation coefficient value of 0.549 is included in the category of a strong relationship [29]. This means that the self-confidence of female workers which includes competence, ability, enthusiasm, confidence, and satisfaction is the driving force and has a strong relationship to create good gender equality. These results are in line with [24], which states that academic confidence and self-efficacy are not different, both of which can lead to favorable advancement in engineering programs. Furthermore, to find out how much influence the multiple linear regression test with t test is used $Y = 6.242 + 0.042X_1 + 0.650 X_2$. To test (Hypothesis 3) whether self-efficacy and self-confidence simultaneously affect gender equality in manufacturing companies in West Java Province, then a multiple linear regression test is carried out with the F test, as follows:

TABLE II. ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1647.428	2	823.714	51.311 .000 ^b
	Residual	1557.162	97	16.053	
	Total	3204.590	99		

^a Dependent Variable: Gender Equality

^b Predictors: (Constant), Self_Confidence, Self_Efficacy

Based on the table above, it is known that the value of Fcount = 51.311 > Ftable = 3.087 and the value of Sig. = 0.000 < 0.05, is ACCEPTED. This means that explicitly self-efficacy and self-confidence play a very important role in creating gender equality in the workplace. And the magnitude of the contribution of the influence of self-efficacy and self-confidence on gender equality is $r^2 = 0.514$ or 51.4%, the influence is included in this category is quite strong [30], observed that women expect their own performance to be lower than men, but only if the individual classifies the training objectives as the male domain; no gender difference occurs when goals are not classified as gender specific. These results can be seen in the table below.

TABLE III. MODEL SUMMARY

Mo-del	R	R Square	Adjusted R Square	St. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.717 ^a	.514	.504	4.00665	.514	51.311	2	97	.000

Thus, self-confidence does not just appear in a person, but there is a certain process in his personality so that the formation of self-confidence occurs [31]. Confidence in one's own

abilities so that the person concerned is not too anxious in his actions, can feel free to do the things he likes and is responsible for his actions, is warm and polite in interacting with others, can accept and respect others, have the drive to excel and be able to recognize their strengths and weaknesses [9]. Self-efficacy is related to self-control, one's resilience in the face of failure, performance and task efforts in solving a problem [4]. Thus, individuals who have a high form of self-efficacy and self-confidence have an optimistic attitude, a positive mood, can improve the ability to process information more efficiently, have the thought that failure is not something that is detrimental but instead motivates themselves to do better. Individuals with low self-efficacy and self-confidence will have a pessimistic attitude, a negative mood increases the likelihood of someone becoming angry, easily guilty, and magnifying their mistakes.

IV. CONCLUSION

The results of this study conclude that self-efficacy has no effect on gender equality, on the contrary, self-confidence has a significant effect on gender equality. Therefore, the competence, expertise, and belief of a woman worker must be possessed so as not to be underestimated. If she has competence, style, work standards, visibility, consistency, relevance, and realization as a personal brand, she will have high self-confidence and can make gender equality in the workplace. The limitations of this study include only a small population and a limited area in the Province of West Answer. Also only use simple technical analysis. For further research, it is necessary to dig deeper into other variables such as personal branding and organizational culture associated with gender equality, so that the results are more comprehensive.

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