

SELF-EFFICACY PADA KARYAWAN GENERASI Z: SYSTEMATIC LITERATURE REVIEW

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Abstract

The entry of Generation Z into the workforce presents new challenges for companies, particularly in terms of mental preparedness and confidence in facing the demands of a changing workplace. One psychological element that is very important in supporting the performance of Generation Z employees is self-efficacy. This study aims to explore the concept of self-efficacy and identify the dimensions and indicators of self-efficacy in Generation Z employees based on a literature review. The methodology applied is a Systematic Literature Review (SLR) using the PRISMA approach through searching for academic journals on Google Scholar and Garuda. Of the 100 journals found, 11 journals were considered relevant for further study. The results of the analysis show that self-efficacy is defined as a person's belief in their ability to plan and carry out actions to achieve certain goals. Self-efficacy has a significant impact on shaping positive work attitudes, resilience, flexibility, and the performance of Generation Z employees. In addition, self-efficacy consists of three main dimensions, namely magnitude (level of task difficulty), generality (scope of self-confidence application), and strength (core of that confidence). These findings underscore the importance of the role of organizations and human resource management in developing self-efficacy among Generation Z employees to improve organizational performance and sustainability.

Keywords: Self-Efficacy, Gen Z, Systematic Literature Review.

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