

Analysis of Unused Leave Due to the Influence of Theory Social Cognitive and Self Efficacy in PT Pertamina Gas

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Abstract. Leave is one of the company's non-financial compensations to maintain or improve employee performance. Leave plays a role in maintaining the health and welfare of workers, an anomaly that occurs is that several employees of PT PERTAMINA GAS do not use Leave quota fully. The influence of self-efficacy and social cognitive theory such as example from negative perspective such as causing negative perceptions after returning from Leave did not cause calm/relaxation, causing a waste of savings on the other hand, there is also a positive perspective. Leave should be used as it affects their health and well-being.

Keywords: Leave; Self Efficacy; Compensation.

I. Introduction

Annual rest is a right for workers, just like machines, humans also need rest in order to maintain performance by being in the best psychological condition and condition. According to Sonntag & Fritz (2015) the company wants its employees to always be in a fit and psychologically prime condition when working so that they are able to bring out their best performance by focusing on work and using their time effectively. Compensation is a trigger for workers to help the company achieve its targets with a focus so that it brings out the best performance. One of the compensations that will be discussed by the researcher is the annual rest compensation (leave).

Based on the observations of researchers who are working at PT Pertamina Gas, researchers believe that cash compensation is as important as non-financial compensation such as annual leave (leave), why according to NG & Parry & Xavierius (2014) cash compensation is currently easily imitated by competitors and often becomes constraints due to budget restrictions from holding companies, some companies in practice apply non-financial compensation to attract examples such as annual breaks, gym memberships, meals covered by the company and Health & Spa facilities for their employees. Nowadays, the work-life balance and worker health, according to researchers, are very important for bona fide companies as compliance with good occupational health. Although Cailer, Yanadori and Koto (2016) stated that employees' intentions to quit due to work-life balance practices are very relative and inconsistent for all age demographics.

In Indonesia, the labor law requires every company to provide opportunities for its employees to take 12 working days of annual rest (leave) plus 2 days of travel for the implementation of annual rest outside the place of work. Based on the Human Resource Management Society Survey (2017) on several multinational companies revealed that the average employee, only uses 68% of their annual rest entitlement (leave), researchers see this as a phenomenon to be studied, an interesting root cause anomaly as the cause workers do not fully use the Annual Rest (leave) compensation. At PT Pertamina Gas, the provisions for leave of 18 working days and an additional 2 days of travel apply if the leave is carried out outside the domicile. Based on the Human Resource Management Society Survey, there are similarities with the implementation of the Annual Break at PT Pertamina Gas according to the description in the table below

Remaining Leave Quota in 2018	Numbers of Employee
0 HK	21
8 HK	1
10 HK	5
3 HK	207
15 HK	4
26 HK	93
Total	331

Source processed by researchers

In the table we can see that on average, 72% of PT Pertamina Gas workers use their annual rest (leave) well, 6% of workers at PT Pertamina Gas spend their leave quota, on the other hand 28% of workers do not use their leave at all. Kuykendal (2020) in his research said that most of the staff in the US did not use the annual break (leave) because due to a lack of confidence that they could successfully escape from work during the leave, there was a possibility of conflict between workers and co-workers after returning home. from leave. Did 28% of pertagas workers have the same symptoms as the study from kuykendal. For information, the working level demographics (Staff) at PT Pertamina Gas mostly come from Gen Millennials and Gen Y workers, while at the executive level, namely supervisors and management, on average, Gen Baby Boomer & Gen X are filled.

According to Stein (2013) Millennials, who are children of the Baby boomers Generation, enter adulthood and are looking for a place to work, their characteristics are that they are very active on social media and want to be popular. Millennials were raised with high levels of self-esteem, entitlement, and narcissism. Millennials have high expectations for their careers. Companies must provide extra treatment to attract and retain Millennials.

According to Howe & Strauss (2009) there are four generations in the world "The Silent Generation," "Baby boomers," "Generation X" ("Gen X-ers"), and "Generation Y" ("Millennials"). The Silent Generation are referred to as "Matures" or "Traditionalists" they were born under 1946 or the end of the second world war; Their baby boomers were born between 1946 and 1960 as children of postwar survivors, Gen X are those born between 1960 and 1980 and Millennials were born between 1980 and 1995 as children of Baby boomers. In reality, the workplace is mostly made up of Baby boomers, Gen X-ers, and Millennials as most members of the Silent Generation are 70 years or older and most will be retiring from the workforce. At the same time, Gen X children, those born after 1995, and temporarily labeled "Generation Z" or "Gen Z" are still continuing their education, and their representation of the workforce is relatively small.

According to Kuykendal (2020) the role of self-efficacy in workers who encourage taking annual breaks (leave), self-efficacy according to Pearce & Lee (2005) is something to convince him that everything will be good (positive vibes only) or a positive feeling when making decisions. . Work stress as a consequence and also something that is feared by the company will certainly arise when the annual rest (leave) is not used properly and affects medical expenses. According to Handoko (2001) Job stress is a condition that affects a person's emotions, mindset, stress causes the ability to deal with a work environment that is not harmonious and will ultimately interfere with the implementation of his duties. De bloom (2018) in his research said that the Annual Break is a way or opportunity provided by the company for its employees to recover from stress due to work demands for the health and welfare of employees.

Social cognitive theory according to Bandura (1962) is learning by imitating (imitative learning). Individuals at work are influenced by colleagues and superiors in the work environment. At PT Pertamina Gas, there are differences in the generational demographic gap, which creates a feeling of uneasiness between staff and supervisors in taking annual breaks. According to Bandura (1962) Cognitive Social Theory occurs with 2 interactions, namely directly (directly) or represented (vicarious) workers will get lessons from knowledge sharing with colleagues or superiors or through observation. According to Bandura (1962) if workers have good efficacy, it may be inversely proportional to cognitive social theory.

According to Little (2019), employees are hesitant to use annual breaks or flexible work arrangements in the work world balance because they feel bad for their co-workers if they do. This concern according to Williams, Blairloy & Berdhal (2013) is because employees have made an agreement with the company that they must prioritize work over personal interests and also applies when they want to take annual breaks. According to Lent & Brown (2006) Cognitive Social Theory emphasizes two main factors that predict specific behavior, namely Positive and Negative Expectations. Outcome expectations are their beliefs about the consequences of doing certain behaviors, namely the positive and negative benefits they will receive if they do this activity. According to Eden (2001) employees see Annual Break as a valuable thing to do and thus employees are motivated to take leave to the extent that they expect that they will achieve the goals of the leave. One of the reasons employees don't use their time off is because of the anticipated negative reaction from their supervisors or coworkers

According to Ten Brumelhuis & Baker (2012) there is a dilemma that occurs when employees have to maintain a positive performance impression with their co-workers but also they have to maintain positive relationships with family, spouse or friends. Based on the research of Strauss, Blasche, Ekmekcioglu & Marktl (2000) the annual break used for family, spouse or friends is the millennial employee's motivation for this compensation. According to Feris, Lian, Brown & Morrison (2015) success at work is the expectation of every employee, taking annual breaks will reduce valuable time that can be used to achieve work-related goals. These achievements make a personal contribution to their own

professional achievements. The negative expectation of taking annual breaks on their productivity will have an impact on their use of annual breaks. Leary, Rothbard & Baumeister (2001) argue that annual breaks often offer meaningful time for loved ones, not going on annual breaks can have negative implications for employees' position as spouses or parents, the extent to which employees believe that going on leave with their families will make them feel like a good partner or parent, they will probably go for a day off. Decrop (2000) suggests that for employees who do not have extra income, taking time off may interfere with other important financial goals such as paying off debt, saving for a down payment or other major purchases and preparing for college for children. Some employees may depend on additional compensation for taking annual breaks

Hahn, Binnewis, Sonnetag & Mozza (2011) argue that taking annual breaks at work will not lead to a damaged relationship between co-workers and superiors meaning that if employees do not believe that they will get peace of mind when taking annual breaks then they will be less motivated to take time off. According to Bandura (1986) expectations such as self-satisfaction, tangible physical outcomes such as financial, self-satisfaction and other intrapersonal. Bandura (2001) Cognitive Social Theory encourages psychological decisions of employees such as they fail to escape from work when taking annual breaks, negative expectations of taking annual breaks, no positive results when returning from annual breaks.

Every company must have had a job description for each job, the job description was made through a work load analysis study from the employee's point of view. Work load analysis is a workload analysis that is used to obtain information about the effectiveness and efficiency of work based on the time of execution. In carrying out their job descriptions, workers are required to work optimally with effective and efficient use of time. According to Soetarlina Sukadji (2018), efficient use of time will bring many benefits, the work will definitely be completed on time, so that it has time to take annual breaks in order to recover physically, mentally and socially. The researcher analyzed the unused annual rest (leave) due to Cognitive Social Theory and Self-Efficacy.

II. Literature Review

Milkovich, Newman & Gerhart (2017) also said that bonuses are no longer a magnet nowadays, most companies try to be competitive by providing non-financial compensation as something that can attract/retain workers. For ordinary people, compensation may be closely related to the provision of bonuses and incentives, but it turns out that there is more than that, non-financial compensation that is as attractive as financial compensation provided by the company. Initially, non-financial compensation occurred in multinational companies. The history of non-financial compensation according to Milkovich, Newman & Gerhart (2017) started from the occurrence of a great recession so that companies became afraid of the consequences of spending large costs in making financial compensation payments.

According to (KBBI) compensation is compensation in the form of cash or non-cash for employees as remuneration for the performance that has been given to the company. According to Mondy (2008) there are several forms of compensation, namely:

- a. Financial compensation is payments received by employees in the form of money and allowances such as Religious Holidays, BPJS, Official Anniversary, Pension Savings and others.
- b. Non-financial compensation is a company gift that is not related to money, for example annual rest, maternity leave permission, flexible work, relaxed, cozy office atmosphere, clear career path, daycare, free lunch.

Compensation increases welfare and is directly proportional to the level of productivity. Compensation will retain the best human resources, and attract employees to jump into the company. Nowadays, many companies try to provide work-life balance programs as non-financial compensation. According to NG & Parry & Xaverius (2014) also said that financial compensation is easy to imitate by competitors. Millennial workers need a work-life balance to heal due to work pressures and to be able to return to their best performance

Based on article 79 paragraph (3) of the Manpower Law. workers are entitled to leave of 12 working days and have worked for 1 year. Annual rest at PT Pertamina Gas is given for 18 days for personal purposes such as visiting family in their hometown or on vacation alone or with friends. According to Fakihi (2018), employees who are older, women are married or live with a partner, have children, have a higher socioeconomic status tend to use more of their paid vacation days. and employees with longer tenure tend to use more days off. This is different from what was conveyed by the fakihi above at PT Pertamina Gas, the gender demographics of female workers as much as 20% of the population and 85% of workers are married but 28% of workers who do not use the annual rest (leave) are still a lot

In the background, the researcher said that PT Pertamina Gas consists of various demographic generation gaps such as Millennials, Gen X, Baby Boomers. According to Mannheim, (1952) Generations

emerge based on social phenomena that have several similarities, such as age, thought patterns, and experiences. Individuals will be classified as one if they have the same year of birth in 20 years. Straus & Howe (2000) made a theory of generational differences based on the similarities between the years of birth which include the lost generation, government policy generation, silent generation, bomb generation, Gen-X and Millennials (Gen-Y) generation.

According to Lyson, (2004) Millennials are very proficient with technology such as mobile phones, computers, laptops and the internet and they are a very developed generation in the booming internet era. According to a survey conducted by Worldometer (2019) as many as 31% of the population in Indonesia are Millennials and this proves that Millennials dominate the population in Indonesia. According to the Central Statistics Agency (BPS), there are around 3.7 million Millennials in the Jakarta area, aged 19 – 37 years.

According to Hidayatullah et al, (2018), the characteristics of the Millennial Generation are a generation that is characterized by gadgets compared to television, has social media besides that the Millennial generation is also less interested in reading conventionally such as newspapers, books and magazines. Millennials like to use technology as a search for reliable information. Millennials are lazier and more consumptive than other generations. According to Wahana (2015) what makes Millennials different from other generations is that technology is closely related to Millennials, they are always optimistic and confident in themselves. In addition, Millennials also like things that are instant and don't cause complications and they are also very dependent on gadgets as a means of communication.

According to Bandura (2001) Cognitive Social Theory is an influential psychological view that seeks to explain the cognitive factors that drive important domain-specific decisions. According to Dale (2012) Social Cognitive Theory (Social Cognitive Theory) the main idea is the development of Miller and Dollard imitation thinking, namely "social learning and imitating". The majority of learning is obtained by individuals by interacting in a social environment. Through observing other people, individuals will gain experience, norms, skills, strategic strategies, beliefs and behaviors. Personal people can also observe models or, for example, to examine the usefulness and suitability of attitudes resulting from the modeled behavior, and after that do what they believe and the expected results of the behavior.

According to Bandura (1986) in social cognition, there is an influence of the outcome expectations of actors, beliefs about positive outputs will get the expected results if they really expect it and it is unlikely that the results will not match what they want. Expected results are also broad constructs, not easy to identify, need an inductive approach to achieve the most relevant results. According to Abu (2004) Humans can predict certain actions based on the good and bad experiences of others and they do not have to experience these experiences. Social Cognitive Theory is a strong support in predicting the behavior taken related to the health and well-being of employees this explains why they do not use their days off. According to Bandura (1986) human behavior is the result of the relationship of three variables, namely behavior, personal factors, environmental factors. The environment is probably the biggest contributor to performance. The environment influences behavior.

According to Pearce & Lee (2005), the success of taking annual leave (leave) is due to the intervention of the workers themselves in the form of self-efficacy which makes workers believe that their work and co-workers will be fine. Thomas (2006) said that employees who have self-efficacy generally avoid stress because they apply a smart work work culture in the organization and have a cool and pleasant disposition. Bandura (2005) stated that self-efficacy is conceptualized as belief in one's ability to engage in things that can be controlled. Self-efficacy helps each individual to organize and carry out the necessary actions to achieve expectations. It is these expectations that will later lead to specific and decisive behavior. According to Sonnetag (2011), self-efficacy is very helpful for employees (becoming a determinant) in their desire to take time off or they continue to work when there is a job that is holding them back.

According to Bandura (2005) individuals who have high self-efficacy tend to succeed. According to Gibson (2000) the concept of self-efficacy or self-efficacy is a person's belief in a certain situation which includes self-confidence to achieve and expectations of something to be done. According to Sonnetag et al, (2017) the increased tension is reduced when employees take a break from work, reducing exposure to demands and allowing recovery to occur. However, without such a recovery experience, the cumulative effects of tension can lead to a decline in health and well-being

According to Janet (2018), self-efficacy is a cognitive factor that plays an important role in Cognitive Social Theory. Classification of self-efficacy consists of two forms, namely high self-efficacy and low self-efficacy. Said to be high, for example, are individuals who choose to be directly involved. Doing the task even if the task is difficult and seeing it is not a threat that must be avoided. They also try as much as possible to prevent failure that will arise. They also argue that failure is a lack of hard work, knowledge and skills whereas people who have low self-efficacy are avoiding difficult tasks because it is

a threat to them. In addition, they also focus on their own shortcomings, the disturbances they experience and all the things that harm them. According to Bandura (1986) the factors that influence a person's self-efficacy are culture, gender, nature of the task at hand, external intensiveness, status or individual role in the environment and information about self-ability.

Self-efficacy is the confidence that leads to important results in today's demanding workplace, when 2500 managers and executives in America were given a survey. Self-confidence is the most important quality for succeeding in business. The mechanism of self-efficacy is that past success will definitely increase low self-efficacy, past success will also be the source of the strongest belief otherwise past failure will foster low self-efficacy. the influence of failure of friends can also make low self-efficacy. tired physical factors will also reduce worker efficacy. High self-efficacy will encourage working harder, more creative and more resistant to problems. Efforts with self-confidence will increase better achievements.

Individuals who have high self-efficacy are more likely to be successful. Conversely, low self-efficacy can hinder the achievement of success. The form of personal goals is also influenced by an assessment of self-efficacy. The more a person perceives himself to be capable, the more individuals will form efforts to achieve their goals and the stronger the individual's commitment to his goals. According to Bandura (1986) Individuals with high self-efficacy have the following characteristics: being able to deal with the problems they face effectively, being confident, seeing problems as a challenge that must be faced not to be avoided, Persistent in solving problems, Believing in their abilities he has, Quickly rises from the failures he faces, Likes to find new situations

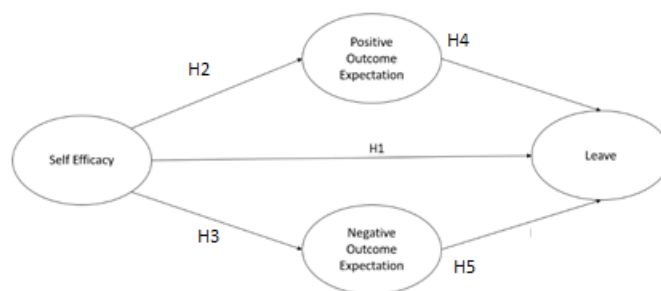
According to Bandura (1986) low self-efficacy is characterized by individuals who doubt their abilities or low self-efficacy will stay away from difficult tasks because the task is seen as a threat to them. Individuals like this have low aspirations and low commitment in achieving the goals they choose or set. When faced with difficult tasks, they are busy thinking about their shortcomings, the distractions they face, and all the outcomes that could harm them. In doing a task, individuals who have low self-efficacy tend to avoid the task.

III. Research Method

This research method uses quantitative methods. The purpose of this research is to use descriptive research. This research uses a descriptive quantitative method with panel data and secondary data obtained on the Indonesia Stock Exchange from 2018 to 2021. Financial reports will be retrieved through the official website of the Indonesia Stock Exchange (www.idx.co.id), Yahoo Finance (finance.yahoo.com), and Google Finance (google.com/finance) from 2018 to 2021 for each company. There are 2 companies that will be used as samples in this study, namely, MD Pictures and MNC Studios International. In this study, there are dependent variables and independent variables. The dependent variables in this study are Altman (X1), Springate (X2), Ohlson (X3), Foster (X4), Zmijewski (X5), and Grover (X6) models, and then the independent variable is a stock return (Y). Data analysis using the E-Views program.

The research subjects in this study were employees who worked at the head office of PT Pertamina Gas (Pertagas). To focus on the targeted research sample, the researcher set the criteria for the research sample as follows: (1) male and female, (2) age around 25 to 40 years, (3) education at least D3, (4) having a minimum of 1 year work experience. In determining the research sample, the researcher used purposive random sampling in accordance with the criteria mentioned.

The purpose of this purposive random sampling is to get research subjects according to predetermined criteria and to get accurate results. As for the selection criteria for the age range of 25 to 40 years because this research focuses on Millennials generation employees who currently dominate the labor market in Indonesia. Then the reason for selecting the minimum education criteria is D3 and having at least 1 year of work experience because the practice of Annual Break is usually applied to employees who have worked for 1 year and D3 is one of the lowest entry levels of education at the head office.



The research model was adopted from the results of Kuykendal's (2020) research in the form of conceptual research. Researchers tried to apply this conceptual research by conducting empirical research at PT Pertamina Gas. The explanation of the hypothesis can be explained as follows.

Effect of Self-Efficacy on Annual Rest (Leave)

Annual rest (leave) as previously explained, is a non-financial compensation to retain employees and attract workers from competitors. This is supported by the literature on Annual Rest presented by De bloom (2018). Annual Break is a way or opportunity provided by the company for its employees to recover from stress due to work demands for the health and welfare of employees. As for self-efficacy according to Bandura (2005) as a belief in one's ability to engage in things that can be controlled. Self-efficacy helps each individual to organize and carry out the necessary actions to achieve expectations. It is these expectations that will later lead to specific and decisive behavior. According to Sonnetag (2011), self-efficacy is very helpful for employees (becoming a determinant) in their desire to take time off or they continue to work when there is a job that is holding them back. Based on this, the researcher concludes that

Low self-efficacy is characterized by individuals who doubt their abilities or low self-efficacy will stay away from difficult tasks because the task is seen as a threat to them. Individuals like this have low aspirations and low commitment in achieving the goals they choose or set. When faced with difficult tasks, they are busy thinking about their shortcomings, the distractions they face, and all the outcomes that could cost them. In doing a task, individuals who have low self-efficacy tend to avoid the task.

Individuals who have high self-efficacy tend to do certain tasks, even though the task is a difficult task. They do not view the task as a threat that they must avoid. In addition, they develop an intrinsic and deep interest in an activity, develop goals, and are committed to achieving those goals. They also increase their efforts in preventing failures that may arise. Those who fail to do something, usually quickly get their self-efficacy after experiencing the failure. Individuals who have high self-efficacy perceive failure as a result of a lack of hard work, knowledge and skills. In carrying out various tasks, people who have high self-efficacy are people who perform very well. Those who have high self-efficacy are happy to meet challenges.

H1: Self-efficacy has an effect on workers who want to take Annual Rest (Leave)

Self-efficacy has an influence on Positive Expectations

Based on Dale's research (2012) Social Theory is the development of artificial thinking "social learning and imitating". The majority of learning is obtained by individuals by interacting in a social environment. Through observing other people, individuals will gain experience, norms, skills, strategic strategies, beliefs and behaviors. Personal people can also observe models or for example to examine the usefulness and suitability of attitudes resulting from the modeled behavior, and after that do what they believe and the expected results of the behavior. Researchers believe a good work environment (positive) will have a significant relationship with self-efficacy. According to Gibson (2000) the concept of self-efficacy or self-efficacy is a person's belief in a particular situation that includes self-confidence to achieve and expectations of something to be done.

What is meant by Positive Expectations are Expectations of feeling relaxed, Expectations of having fun, Expectations to get perspective, hopes to connect with loved ones, hopes to make progress on personal priorities and projects. According to Bandura (2001) Cognitive Social Theory is an influential psychological view that seeks to explain the cognitive factors that drive important domain-specific decisions. According to Dale (2012) Social Cognitive Theory (Social Cognitive Theory) the main idea is the development of Miller and Dollard imitation thinking, namely "social learning and imitating". The majority of learning is obtained by individuals by interacting in a social environment. Through observing other people, individuals will gain experience, norms, skills, strategic strategies, beliefs and behaviors. Personal people can also observe models or, for example, to examine the usefulness and suitability of attitudes resulting from the modeled behavior, and after that do what they believe and the expected results of the behavior.

H2: Self-efficacy has an influence on Positive Expectations

Self-efficacy has a negative effect on Negative Expectations

According to Kuykendal (2020) in his research Negative Expectations cause employees to become insecure because of the pressure of the work environment. The work environment is used to not leaving work on Annual Break, and not believing that all will be bad when returning home from Annual Break and workers' savings run out. Reinforcing the statement from Kuykendal, De Bloom et al (2009) stated that one

of the factors of social cognitive theory, namely Negative Expectations, is a major reason why workers do not take Annual Rest (Leave) in American & Canadian companies in their research.

Factors that affect self-efficacy are

- a. Culture affects self-efficacy through values, beliefs, in the self-regulatory process which serves as a source of self-efficacy assessment and also as a consequence of beliefs about self-efficacy. Through cultural factors, someone who is basically good will become bad and bad because of cultural influences. Therefore, we must be ourselves and stay away from cultural behavior
- b. Gender differences also affect self-efficacy, it can be seen that career women have higher efficacy in the role of housewives compared to men who work
- c. The nature of the task faced, the degree of complexity of the difficulty of the task faced by the individual will affect the individual's assessment of his own abilities. The more complex the task faced by the individual, the lower the individual will assess his ability. Conversely, if the individual is faced with an easy and simple task, the higher the individual will assess his ability
- d. External Intensive Another factor that can affect the individual's self-efficacy is the incentive he gets. One of the factors that can increase self-efficacy is a competent contingent incentive, which is an incentive given by someone else that reflects one's success
- e. Individual status or role in the environment Individuals who have a higher status will get a greater degree of control so that their self-efficacy is also high. Meanwhile, individuals with lower status will have less control so that their self-efficacy is also low
- f. Information on self-efficacy Individuals who have high self-efficacy, if they get positive information about themselves, while individuals will have low self-efficacy if they get negative information about themselves.

H3: Self-efficacy has an influence on Negative Expectations

Effect of Positive Expectations Mediation on Self-Efficacy & Leave

According to Pearce & Lee (2005) a good environment is something that helps ensure that everything will be good (Positive Expectations) or there is a positive feeling when making decisions. Work stress as a consequence and also something that is feared by the company will certainly arise when the annual rest (leave) is not used properly and affects medical expenses. Domain-specific self-efficacy and outcome expectations are cognitive determinants of domain-specific behavior in social cognitive theory. Researchers believe that workers who have self-efficacy and mediation from a positive environment will affect taking leave

H4: Positive Expectation Mediation has an effect on self-efficacy & taking leave

Effect of Negative Expectations Mediation on Self-Efficacy and Annual Rest (leave)

According to Sonnetag venz, & Casper (2017) an environment that has negative expectations will lead to psychological problems and also stress due to work. The physical stress reaction according to Sonnetag (2015) is in the form of an increase in the hormone adrenaline which causes a fast heart rate and increased blood pressure, becomes easily fatigued, sentimental and apathetic with coworkers, unsatisfied behavior and physically weak. But what if the worker has good self-efficacy and has also done his job, will Negative Expectations as a mediation have an effect?

H5: Mediation of Negative Expectations on Self-Efficacy and Annual Rest (leave)

IV. Results and Discussion

Direct Effect of Self-Efficacy on Annual Rest (leave)

From the results it can be seen that the parameter coefficient value for the self-efficacy variable towards Annual Rest is 0.267, which means that there is a positive effect of Self-Efficacy on Annual Rest (leave). An increase of one unit of Self-Efficacy will increase Annual Rest by 26.7%. The higher the self-efficacy value, the more annual rest (leave) will be. Based on bootstrapping analysis, it is shown that the coefficient of self-efficacy estimation of annual leave (leave) is 0.248 with a t-statistic value of $3.360 > 1.96$, a standard deviation of 0.073 and a P-value of $0.000 < 0.05$. From these results it can be concluded that H1 is accepted or which means that self-efficacy has a significant direct effect on Annual Rest (leave).

The Direct Effect of Self-Efficacy on Positive Expectations

From the results, it can be seen that the coefficient value of the SE variable parameter on POH is 0.177, which means that there is no effect of self-efficacy on positive expectations. Based on bootstrapping analysis, it shows that the coefficient of self-efficacy estimation test for Positive Expectations is 0.181 with a T-statistic value of $1.464 < 1.96$; standard deviation is 0.121 and the P-value is $0.967 > 0.05$. From these

results it can be concluded that H2 is rejected or which means that self-efficacy has no effect on Positive Expectations.

The Direct Effect of Self-Efficacy on Negative Expectations

From the results, it can be seen that the value of the parameter coefficient for the SE variable to NOS is 0.007, which means that there is a negative effect of self-efficacy on negative expectations. Based on bootstrapping analysis, the results of the estimated coefficient of self-efficacy against negative expectations are 0.042 with a standard deviation of 0.168; T-statistic value $0.041 < 1.96$; and the P-value is $0.14 > 0.05$. From these results it can be concluded that H3 is rejected or which means that the direct effect of self-efficacy is not significant on negative expectations.

Indirect Effect of Self-Efficacy on Annual Rest (leave) mediated by Positive Expectations

From the results of the table above, it can be seen that the value of the parameter coefficient for the SE variable through POH is 0.037, which means that there is no positive indirect effect of self-efficacy on annual rest (leave) mediated by Positive Expectations. Based on the bootstrapping analysis, the results of the estimated coefficient of self-efficacy towards annual rest (leave) through Positive Expectations are 0.039 with a T-statistic value of $1.318 < 1.96$; standard deviation 0.028; P-value is $0.188 < 0.05$. From these results it can be concluded that H4 is rejected or which means that the indirect effect of self-efficacy on Annual Rest (leave) mediated by Positive Expectations is not statistically significant.

Indirect Effect of Self-Efficacy on Annual Rest (leave) mediated by Negative Expectations

From the results, it can be seen that the parameter coefficient value for the SE variable through NOS is 0.003 which means that there is no positive indirect effect of Self-Efficacy on annual rest (leave) mediated by Negative Expectations. Based on bootstrapping analysis, it shows that the coefficient of self-efficacy estimation of annual rest (leave) through negative expectations is 0.022 with a T-statistic value of $0.043 < 1.96$; standard deviation 0.080; and the P-value is $0.966 > 0.05$. From these results it can be concluded that H5 is rejected or which means that the indirect effect of self-efficacy on Annual Rest (leave) mediated by Negative Expectations is not statistically significant.

V. Conclusion

Based on the results of the research described previously, it can be concluded that there is a direct effect of Self-Efficacy on Leave. However, the results showed that Cognitive Social Theory did not mediate the effect of Self-Efficacy on Annual Rest. From the results of this study can illustrate the importance of self-efficacy practices in taking annual breaks.

This can happen considering the practice of Annual Break is related to supporting career development, managerial support, financial benefits, and work culture as factors for millennial generation employees to stay working for their organizations. Employees who come from the millennial generation will prefer organizations that offer rewards in the form of non-financial compensation, a balance of life that is able to make it happen

The results also show that self-efficacy towards annual breaks at PT Pertamina Gas encourages them to continue working for their company. Annual Break is the ideal compensation to change an employee's intention to leave the organization. Due to the limitations of this study, the researcher provides suggestions to enrich the findings regarding similar research that may be useful for further research, including:

1. The sample size and age range were expanded to obtain more generalizable results. Further research can also be done in several other countries that have cultural differences with Indonesia.
2. In the demographic category of respondents, it can be added by grouping which is differentiated based on the position of the respondent.
3. Future research can also be supported by qualitative research to obtain more comprehensive results.

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