

The Role of Self Awareness on Employee Performance

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Abstract – Performance becomes the real foundation for the organization because without performance, the goals of the organization cannot be achieved. Self awareness plays a role in employee performance. Individuals who have good self-awareness are able to read social situations in understanding other people and understand the expectations of others for themselves. Characters like this play a role in improving employee performance so that the organization is able to achieve the desired goals.

Keywords – Employee Performance, Self Awareness.

I. INTRODUCTION

In an organization, human resources are assets that play a very important role because they have a major impact on company performance. Human resources are elements of the organization that have a role in organizational activities. There is a close relationship between individual performance and organizational performance, if the employee's performance is good, the organizational performance is also good because the company's success in achieving its goals is the result of good employee performance. For the realization of these expectations, companies need to manage production factors, including human resources, namely employees.

The covid-19 pandemic has made people face a new order of life, from the beginning, face-to-face physically suddenly changed to a virtual world. The process of working previously in the office must now be done at home. As a necessity, employees are required to work quickly, be responsive, be brave in making decisions and seek new breakthroughs without having to be constrained by conditions and situations whether working in the office or at home. The decline in the world economy as one of the impacts of the covid-19 pandemic has caused many companies to experience a decline in performance, not a few who went bankrupt and were forced to reduce employees. In times of crisis like this it is important for an employee to increase self-awareness so that organizational performance can meet the set targets.

Self-awareness is the state of a person who is able to understand his own condition and is able to control his emotions according to his surroundings and is able to understand his weaknesses and strengths (Condon, 2011; Farisyza, 2013). Individuals who have good self-awareness are able to read social situations in understanding other people and understand the expectations of others for themselves. Characters like this are needed for organizations to achieve organizational performance goals.

II. DISCUSSION

Employee performance

According to Nurhayati (2008), employee performance is the level at which employees achieve job requirements. Suyadi (2008) defines performance as the result of work that can be achieved by a person or group of people in the organization, in

accordance with their respective authorities and responsibilities in an effort to achieve the goals of the organization concerned legally, not violating the law and in accordance with morals and ethics.

The definition of performance is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2016). Performance is the result of a process that refers to and is measured over a certain period of time based on provisions based on pre-determined provisions or agreements (Edison, 2016). In general, performance can be interpreted as the entire work process of an individual whose results can be used as a basis to determine whether the individual's work is or vice versa (Roziqin, 2010).

According to Simanjuntak (2005), there are three factors that affect employee performance, the first is the individual factor, the individual factor is the ability and skill to do work. A person's competence is influenced by several factors that can be grouped into two groups, namely the ability and work skills as well as motivation and work ethic. The second factor is organizational support factor. In carrying out their duties, employees need the support of the organization where they work. The support is in the form of organizing, providing work facilities and infrastructure, comfortable working environment, as well as working conditions and terms. Organizing is intended to provide clarity for everyone about the goals to be achieved and what must be done to achieve these goals. Everyone needs to have and understand clear job descriptions and duties. The third factor is management support, company performance and everyone's performance is also very dependent on the managerial ability of the management or leaders, both by building a safe and harmonious work system and industrial relations, as well as by developing worker competencies, as well as by growing the motivation of all employees to work hard. work optimally.

Self Awareness

Self awareness is the readiness of employees to events that occur in the surrounding environment and cognitive events consisting of memories, thoughts, feelings and physical sensations. Self Awareness can also show attention to oneself, readiness to recognize oneself for what is being done, and understanding of the environment around us (Solso et al, 2007). Self Awareness of employees can be influenced by thoughts that are felt by oneself, because self-awareness is centered on the situation within itself so that it knows its existence in the organization. Furthermore, it is said that self-awareness can effectively remind the past and influence the future (Sastrawinata, 2011). This can be interpreted as a person's experiences or knowledge previously obtained can effectively influence decision making in the future. Self awareness is not only related to sensitivity to oneself and one's emotions, but also sensitivity to circumstances and the surrounding environment (Akbar et al., 2018).

According to Parek (Riyadi & Hasanah, 2015) people who have high self-awareness will have a value system within themselves, so that person can reflect on himself and control himself so that he can show behavior in accordance with the positive things he believes.

There are two types of self-awareness, the first is internal self-awareness, which focuses on how individuals see themselves. By being aware of oneself internally, a person will feel happier and job satisfaction will be more easily achieved. Second, external self-awareness, which focuses on how individuals understand other people's views of themselves. By knowing yourself, a person will know what he needs and wants. This can have an impact on a person's performance.

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Mathis and Jackson (2011), suggest that the success or failure of an organization in achieving goals will be largely determined by the awareness of individuals in carrying out the tasks they carry out, because humans are the implementers of activities in order to achieve goals. Self awareness is important for employees because it can have a significant effect on employee performance (Rachman, 2021). This shows that to improve employee performance can be done by providing support to employees in increasing self awareness of employees. The results of the study from Sastrawinata (2011) stated that if self-awareness increased, employee performance would also increase. Research by Rachman et al (2021) states that self awareness has a significant effect on increasing employee performance. This research supports previous research by Sastrawinata (2011) which states that increased self-awareness will increase the performance of auditors. The higher the employee's self-awareness of his work, it will affect the performance of the organization. Organizations need to pay attention to the psychological condition of each employee. Employees who have a good psychological condition tend to have good performance.

According to Tasha Eurich's research, someone who has self-awareness is judged to be more confident and more successful in a relationship or work. Research followed by nearly 5000 participants related to self-awareness concluded that someone with

good self-awareness is proven to be more confident, more creative, able to make better decisions, able to build stronger relationships, can communicate more effectively, and tend not to lie. . Positive characteristics like this are needed by an organization to achieve organizational goals through the best performance of its employees.

III. CONCLUSION

The conclusion of this paper is that performance is important for organizations, to determine organizational performance, it is necessary to measure the various characteristics of the employees involved in it. One of the individual factors that play a role in employee performance is self awareness. When a person is well aware that he has a role for his own existence and the environment, he will show his best performance, including the best performance at work. Self awareness can also increase work productivity. Because someone knows what motivates someone to work.

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