



CORRELATION BETWEEN SELF-EFFICACY AND INTEREST IN BECOMING A CHURCH COUNCIL MEMBER OF THE YOUTH AND STUDENT DEVELOPMENT COMMISSION AT GKJW JEMAAT SEMAMPIR

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Article info	ABSTRACT
<p>Corresponding Author:</p> <p>Akde Triyoga akdetriyoga@gmail.com GKJW Jemaat Semampir Kediri</p>	<p>This study aims to examine the level of self-efficacy, the level of interest in becoming a church council member (Majelis Jemaat), and the relationship between self-efficacy and the interest in serving as a church council member at GKJW Jemaat Semampir. The background of this research is based on the low participation of youth in structural church ministries, particularly in the role of church council members. This study employs a quantitative approach with the Spearman correlation analysis technique. The results show that most respondents have a moderate level of self-efficacy (68.8%), while the remaining respondents fall into the high category (31.3%). The level of interest in becoming a church council member is equally distributed between the moderate and high categories, each at 50%. The Spearman correlation test resulted in a coefficient of 0.405 with a significant value of 0.022, indicating a positive and significant relationship between self-efficacy and the interest in serving as a church council member. The higher an individual's self-efficacy, the greater their interest in participating in structural church ministries. This finding supports Bandura's theory, which states that self-efficacy influences a person's motivation and involvement in an activity. Therefore, enhancing self-efficacy can be an effective strategy to encourage greater participation of youth in church leadership roles.</p> <p>Keywords: <i>self-efficacy, interest, church council member, church ministry</i></p>
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INTRODUCTION

East Java Christian Church (GKJW) Jemaat Semampir is part of the body of Christ present in the East Java community with a call to fellowship, testify, and serve. In carrying out church life, church service and leadership are carried out collectively by the Church Council Member, which consists of Pastors, Elders, and Deacons. According to the GKJW Rules and Regulations, they are special servants selected from among the congregation members who meet the requirements to shepherd, foster, and organize church life collectively and responsibly before God and the congregation.

The composition of the GKJW Jemaat Semampir shows an imbalance in terms of age. Of the 22 members of the Council Member, 68% are in the age range of over 50 years, while those under 40 years old only reach 23%. This imbalance reflects the less-than-optimal

involvement of the younger generation in church leadership and indicates a weak regeneration process in Council Member. Poor leadership regeneration can be a threat to the continuity of service and the sustainability of church life in the future (Mojowarno: LPPDS GKJW, 2015)

This condition is also in line with the low level of youth participation in church life in general. Of the approximately 100 youths registered as active members of the congregation, only around 15 people regularly attend youth categorical services. In addition, their involvement in other service activities, such as social service activities, prayer fellowship, or taking part in church committees, is also very minimal. This lack of participation reflects the weak interest of young people in actively involve themselves in church life and service, including in the call to become part of the Council Member.

Interest does not form suddenly but develops through a process of learning and experience. Several factors that influence interest include personal experience, social environment, values held, and individual perceptions of their abilities in carrying out these activities (Sardiman A.M, 2011). According to John L. Holland, a person's interests will tend to be directed towards areas that are in line with their personality and previous positive experiences (Djamarah, 2011). In the context of church service, interest in being involved in leadership or becoming a member of Church Council is also greatly influenced by spiritual motivation, faith values, and the belief that one can carry out the task responsibly (Viktor E. Frankl, 2006)

Various factors can influence the low interest of the younger generation in church service, one of which is the psychological aspect, such as self-efficacy, namely a person's belief in their ability to carry out a task or role (John W. Santrock, 2011). According to Albert Bandura, self-efficacy influences the choice of activities, level of effort, persistence, and resilience in facing challenges (Albert Bandura, 1997). Individuals who have high self-efficacy tend to be more confident in trying and being involved in service roles, including church leadership service. Therefore, it is important to examine whether self-efficacy has a relationship with the interest of the younger generation in becoming members of the Church Council, especially in the context of the Youth Development and Service Commission (KPPM) of the GKJW Jemaat Semampir.

Self-Efficacy

Self-efficacy is an individual's belief in their ability to organize and carry out the actions necessary to achieve a particular goal or deal with a particular situation. This concept was first developed by Albert Bandura within the framework of social cognitive theory, which emphasizes that human behavior is greatly influenced by the interaction between cognition, the environment, and learning experiences. Self-efficacy differs from mere self-confidence because it is directly related to a person's perception of their own effectiveness in the context of a particular activity. Individuals with high self-efficacy tend to have greater motivation, persistence in the face of challenges, and readiness to try new or complex tasks.

Factors Affecting Self-Efficacy

According to Bandura, there are four main sources that influence the formation of a person's self-efficacy, namely: 1) Direct experience (mastery experience) - Success in completing a task increases self-efficacy, while failure can decrease it, 2) Vicarious experience - Seeing others who have successfully carried out the same task can increase efficacy, especially if the individual feels similar to the model, 3) Social persuasion -

Encouragement or motivation from the social environment can strengthen an individual's belief in their abilities, 4) Physiological and emotional states - Physical and emotional conditions, such as stress or anxiety, can affect the perception of efficacy.

Self-Efficacy Indicators

Self-efficacy, measured through several indicators, including: 1) Confidence in the ability to complete a task, 2) Persistence in the face of difficulties, 3) Choice of challenging activities, 4) Level of effort and perseverance, 5) Emotional reactions to challenges.

Self-Efficacy Dimensions: Magnitude, Generality, and Strength

Bandura also stated that self-efficacy consists of three main dimensions, namely: 1) Magnitude - The level of difficulty of the task that is believed to be able to be done by the individual. For example, someone may be confident in completing an easy task, but hesitate for a complex task, 2) Generality - The degree of breadth of a person's self-efficacy in various situations or fields. Someone may feel efficacious in a church environment, but not in an academic or work environment, 3) Strength - The level of firmness of belief in one's abilities, whether that belief is strong or weak, stable or easily shaken.

These three aspects are important in understanding how self-efficacy plays a role in individual behavior, including in the context of church ministry. Individuals with high self-efficacy will be more confident in taking on ministry responsibilities, including becoming members of the Church Council, because they feel capable, ready, and willing to face the challenges in the task.

Interest in Becoming a Member of the Church Council

Interest is a persistent tendency within a person to pay attention to, like, and be involved in a particular activity or object voluntarily and consistently (Bandura, 1997). According to Crow & Crow, interest is a mental drive that causes a person to pay attention or like an activity that provides satisfaction. In church context service, interest reflects a person's inner readiness to be actively involved in service activities as a form of experiencing faith and self-actualization. Interest is formed through experience, environmental influences, and perceptions of meaningfulness and ability of oneself in carrying out a task (Sardiman A.M, 2011). Thus, interest in becoming a member of Church Council is not something that arises by chance, but is result of formation of values, spirituality, and experiences in church life.

Interest Indicators

According to Wina Sanjaya and Syaiful Bahri Djamarah, interest can be analyzed through three main interrelated indicators: 1) Emotional Aspect (Emotion) - marked by feelings of pleasure, interest, or enthusiasm when thinking about or doing certain activities, such as church services, 2) Cognitive Aspect (Cognition) - includes knowledge, awareness, and a person's positive view of an object or activity, in this case the duties and responsibilities as a member of Church Council, 3) Conative Aspect (Conation) - in the form of a strong desire or drive to be actively involved, manifested in real actions, such as taking the initiative to participate in coaching or expressing willingness to serve.

These three indicators illustrate that interest is not just a feeling of liking but includes rational awareness and readiness to act in real terms. Therefore, someone who has an interest in becoming a member of Church Council not only shows emotional interest but also understands his duties cognitively and shows commitment through real actions.

Interest in Becoming a Member of Church Council in the Context of GKJW

In the GKJW Rules and Regulations, the Church Council is a service body at the local congregation level consisting of pastors, elders, and deacons who are called to lead, shepherd, and build church life. They have the task of organizing worship, fostering residents, shepherding, and managing church administration and finances. Interest in becoming a member of the Church Council can be understood as a person's tendency based on faith to be involved in church leadership structurally. This interest can arise because of a spiritual calling, social motivation, or the desire to contribute to church life. In many cases, especially among youth, interest in service is also greatly influenced by positive experiences in church activities, the presence of role models, and environment that encourages spiritual growth.

Factors Influencing Interest in Becoming a Member of Church Council

Interest in becoming a member of Church Council can be influenced by several factors, including: 1) Spiritual motivation and personal faith, 2) Self-efficacy (confidence in personal abilities), 3) Involvement in previous ministry, 4) Support from the church environment and family, 5) Understanding the importance of church leadership regeneration. By considering these indicators and factors, fostering interest in becoming a member of Church Council, especially among young people, is very important to answer the challenges of regeneration within the church.

Hypothesis

Based on the background explanation and theoretical studies that have been described, the researcher formulated two hypotheses that will be tested in this research as follows: 1) Null hypothesis (H_0): There is no significant relationship between self-efficacy and interest in becoming a member of Church Council at Youth and Student Development Commission (KPPM) GKJW Jemaat Semampir, 2) Alternative hypothesis (H_a): There is a significant relationship between self-efficacy and interest in becoming a member of Church Council at Youth and Student Development Commission (KPPM) GKJW Jemaat Semampir.

METHOD

This study uses a quantitative approach, which is an approach based on scientific principles such as empirical, measurable, rational, and systematic thinking. The quantitative approach was chosen because it is in accordance with the objectives of the study, namely, to determine the relationship between two variables, namely self-efficacy and interest in becoming a member of Church Council. The type of research used is survey research. Survey research is a method of collecting data that is carried out directly from the field or respondents, using instruments such as questionnaires. Although there is no treatment like in experiments, data collection is carried out systematically and in a planned manner. The population in this study were all youth of GKJW Jemaat Semampir who are members or have the potential to be members of the church's structural services through the Youth and Student Development Commission (KPPM). Based on estimates, the number of young people in the congregation reaches around 100 people. However, based on initial observations, around 50 people actively participate in church worship and service activities.

Sampling was carried out using a non-probability sampling technique, especially the purposive sampling method. This technique was chosen by considering certain criteria set by the researcher, namely: 1) Being a member of the KPPM; 2) Willing to be respondents in the study. Based on these criteria, a sample size of 32 people was obtained.

Data collection in this study was conducted online using Google Form. The instrument used was a closed questionnaire, which was distributed to respondents via a link sent privately or via the KPPM GKJW Jemaat Semampir social media group. The selection of Google Form was based on considerations of efficiency and ease in reaching respondents and in automatically recapitulating data. In addition, researchers also conducted informal observations during the data collection period to support understanding of the field context. The research instrument was a closed questionnaire in the form of a Likert scale, designed to measure two main variables: 1) Self-Efficacy, which was compiled based on indicators from Albert Bandura's theory, and 2) Interest in Becoming a Member of Church Council, which was developed from indicators of interest in the context of church service. Each statement in the questionnaire has four answer choices, namely: Strongly Disagree (STS), Disagree (TS), Agree (S), and Strongly Agree (SS).

The collected data were analyzed using non-parametric statistical techniques, because the data did not meet the assumption of normal distribution. Therefore, Spearman's Rho correlation test was used to determine the level of relationship between self-efficacy and interest in becoming a congregational council. The analysis was carried out using SPSS software version 15, which helps in calculating correlation and significance values accurately and presenting the results in informative tabular form.

RESULT AND DISCUSSION

Finding

The research was conducted at GKJW Jemaat Semampir, especially among the youth group who are members of Youth and Student Development Commission (KPPM). The data collection process lasted for approximately two weeks, namely from February 15 to March 1, 2025. The respondents in this study numbered 32 people, who were young people from GKJW Jemaat Semampir and members of the Youth and Student Development Commission (KPPM). The following are details of the characteristics of the respondents:

Table 1. Distribution of Respondents' Age.

No	Age Group	Frequency	Percentage (%)	Cumulative (%)
1	16–25-year-old	26	81,3	81,3
2	26–35-year-old	6	18,8	100,0
Total		32	100,0	100,0

Based on Table 1, most respondents are in the age range of 16–25 years, which is 26 people (81.3%). Meanwhile, respondents aged 26–35 years are 6 people (18.8%). This shows that most respondents are young people of early age, who are generally in the phase of forming self-identity and searching for roles in the community, including in the scope of church services.

Table 2. Distribution of Respondents' Gender

No	Gender	Frequency	Percentage (%)	Cumulative (%)
1	Female	18	56,3	56,3
2	Male	14	43,8	100,0
Total		32	100,0	100,0

Based on Table 2, it is known that the respondents in this study were dominated by women, namely 18 people (56.3%). Meanwhile, the number of male respondents was 14 people (43.8%). This shows that involvement in this study came more from the female group, which can reflect the tendency of active participation of women in church activities, especially among young people.

Table 3. Management Status and Service Involvement

No	Service Involvement	Frequency	Percentage (%)	Cumulative (%)
1	As an Active Administrator in Service	8	25,0	25,0
2	As an Inactive Administrator in Service	2	6,3	31,3
3	Not an Administrator but Active in Service	10	31,3	62,5
4	Not an Administrator and Not Active in Service	12	37,5	100,0
Total		32	100,0	100,0

Based on Table 3, it is known that most respondents are included in the category of non-managers and not active in service, namely 12 people (37.5%). Furthermore, 10 people (31.3%) are classified as not administrators but are active in service. Respondents who are active administrators in service number 8 people (25.0%), and those who are classified as administrators but are not active in service are only 2 people (6.3%). This finding shows that although most respondents are not formally involved in the management structure, there is a fairly large proportion who remain active in church service. This can be an indication that participation in service does not always depend on structural status, but also on the personal motivation or spiritual commitment of everyone.

Table 4. Respondents' Self-Efficacy Level

No	Self-Efficacy Level	Frequency	Percentage (%)	Cumulative (%)
1	Sufficient	22	68,8	68,8
2	High	10	31,3	100,0
Total		32	100,0	100,0

Based on Table 4, it is known that most respondents have a level of self-efficacy in the medium category, which is 22 people (68.8%). Meanwhile, respondents with a level of self-efficacy included in the high category numbered 10 people (31.3%). This finding shows that most respondents assess their abilities sufficiently but have not reached a very high level of confidence in facing and completing tasks related to service.

Table 5. Interest in Becoming a Member of the Church Council

No	Interest Level	Frequency	Percentage (%)	Cumulative (%)
1	Sufficient	16	50,0	50,0
2	High	16	50,0	100,0
Total		32	100,0	100,0

Based on the data in Table 5, it is known that the level of respondent interest in becoming a member of Church Council is divided equally between two categories. Respondents with a moderate level of interest numbered 16 people (50.0%), while respondents with a high level of interest also numbered 16 people (50.0%). This finding shows that the interest in being involved in church leadership, especially as a member of

Church Council, is at a relatively moderate to high level among respondents, without any dominance from one category.

Table 6. Correlation results of Self-Efficacy with Interest in becoming a member of Church Council

Correlations			Efikasi Diri	Minat menjadi MJ
Spearman's rho	Efikasi Diri	Correlation Coefficient	1,000	,405*
		Sig. (2-tailed)	.	,022
		N	32	32
	Minat menjadi MJ	Correlation Coefficient	,405*	1,000
		Sig. (2-tailed)	,022	.
		N	32	32

*. Correlation is significant at the 0.05 level (2-tailed).

Based on the results of the Spearman correlation analysis as shown in Table 9, a correlation coefficient value of 0.405 was obtained with a significance value (p) of 0.022. Because of the p value <0.05, it can be concluded that there is a statistically significant relationship between self-efficacy and interest in becoming a member of Church Council. The positive direction of the relationship indicates that the higher the self-efficacy of the respondents, the higher their interest in becoming a member of Church Council. However, the correlation value is in the moderate category (0.40–0.59), so the relationship that occurs is not too strong, but is meaningful enough to be considered in developing church services.

Discussion

This study aims to determine the relationship between self-efficacy and interest in becoming a member of the Church Council at GKJW Jemaat Semampir. The results of the study showed a positive and significant relationship between the two variables, which can be explained through a descriptive and theoretical approach as follows:

Respondents' Self-Efficacy Level

The data shows that most respondents have a level of self-efficacy in the moderate category (68.8%), while the rest (31.3%) are in the high category. This shows that most respondents have sufficient confidence in their abilities to face various tasks and challenges, although not all of them show strong self-confidence.

According to Bandura (1997), self-efficacy is an individual's belief in their ability to organize and carry out the actions needed to achieve certain results. Self-efficacy influences how a person thinks, feels, motivates themselves, and acts. Individuals with high self-efficacy tend to be more courageous in taking roles, more persistent in facing challenges, and do not give up easily. In this context, moderate to high levels of self-efficacy indicate great potential among respondents to be involved in church service activities, including as a member of Church Council.

In a cross-tabulation between the level of self-efficacy and the status of management in service, it was found that most respondents with high self-efficacy came from the KPPM (Youth Development and Service Commission) management group who were active in service. This finding shows that young people who are actively involved in the church management structure and routinely serve tend to have higher levels of self-efficacy. This is in line with Bandura's theory which states that direct experience in carrying out certain tasks or roles can increase individual self-efficacy. Active involvement in service provides space

for youth to hone their abilities, overcome challenges, and build confidence in their potential. Thus, participation in church service not only has an impact on the sustainability of the organization, but also the personal and psychological development of individuals involved.

Level of Interest in Becoming a Member of Church Council

In a cross-tabulation between the interest in becoming a member of Church Council and the status of management in the service, it was found that most respondents who had a high interest in becoming a member of Church Council came from group of KPPM (Youth Development and Service Commission) administrators who were active in the service.

This finding shows that young people who are actively involved in church management and service tend to have a higher interest in serving in the church organizational structure, especially as a member of Church Council. This involvement provides experience, understanding, and motivation that supports the growth of a sense of responsibility and encouragement to play a greater role in church life. Thus, consistent service activities and experience in management are important factors in fostering the interest of the younger generation to be involved in church leadership in the future.

This is in line with Slameto, 2010, who stated that young people who are active in service and management tend to feel direct involvement, appropriate Christian values, and the meaning of their contribution to the church. This forms and strengthens their interest to be further involved as a member of Church Council. This is also in line with Abraham Maslow's theoretical concept that being a member of Church Council can be understood as a form of self-actualization in the context of faith and service. Young people who are already involved in service feel called to fulfill higher spiritual and social needs.

Relationship between Self-Efficacy and Interest in Becoming a Member of Church Council

The results of the Spearman correlation test showed a coefficient value of 0.405 with a significance of 0.022, which indicates a positive and significant relationship between self-efficacy and interest in becoming a member of the Church Council. This correlation is in the moderate category, which means that the higher the self-efficacy of an individual, the higher their interest in being involved in structural church services.

This finding strengthens Bandura's theory which emphasizes that self-efficacy plays an important role in determining a person's choice of activities and level of commitment. Respondents who believe in their ability to play a role and complete tasks well tend to have a greater interest in carrying out responsibilities as a member of the Church Council.

The assumption underlying this relationship is that a person will be more interested in a role when they feel capable and psychologically ready to carry out the task. Conversely, if an individual feels less confident or unsure of their abilities, then the interest in taking on a leadership role or service responsibility will decrease.

CONCLUSION

Based on the results of the study on the relationship between self-efficacy and interest in becoming a member of Church Council at GKJW Jemaat Semampir, the following conclusions can be drawn: 1. The level of self-efficacy of most respondents is in the medium category (68.8%), while the rest (31.3%) are in the high category. This shows that most respondents have sufficient confidence in their abilities in facing ministry tasks and challenges, although not all of them have shown optimal self-confidence. 2. The level of interest in becoming a member of Church Council shows a balanced proportion between the

medium and high categories, each at 50%. This indicates that some respondents already have a positive drive to serve in the church organizational structure, while others are still in the consideration stage. 3. There is a positive and significant relationship between self-efficacy and interest in becoming a member of Church Council, with a Spearman correlation coefficient value of 0.405 and a significance of 0.022. This shows that the higher the self-efficacy of an individual, the higher their interest in being involved in ministry as a member of Church Council.

These findings emphasize the importance of strengthening self-efficacy in building the interest of the younger generation to serve in church structures, in accordance with Bandura's theory which emphasizes that self-efficacy influences motivation, choice of activities, and individual persistence in facing challenges.

Some suggestions for the church (GKJW Jemaat Semampir): A systematic strategy is needed to improve the self-efficacy of young people, for example through spiritual leadership training, service mentoring, and empowerment in church activities. Thus, the younger generation will feel more prepared and confident to be involved as a Congregation Council. For the younger generation of the congregation: It is expected to be more active in participating in service activities and spiritual development to develop their potential and build confidence in serving. Active involvement can be a means of learning and spiritual growth. For further research: This study can be further developed by expanding the number of respondents, adding other variables such as perceptions of the duties of members of the Church Council, environmental support, or spirituality factors, to obtain a more comprehensive understanding of the factors that influence interest in serving in the church.

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