

Role of Coping Optimism as Mediator Adaptif Performance Public Sector Employee

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ABSTRACT

This study examines the direct effects of self-efficacy and self-acceptance on the adaptive performance of public sector employees, as well as the mediating role of coping optimism in these relationships. A quantitative approach with a descriptive design was employed to explain the characteristics of the research variables and empirical findings. The population comprised civil servants in Bengkulu Province, Indonesia, with a sample of 235 respondents determined using the rule of five times the number of indicators. Data were collected through structured questionnaires distributed via Google Forms. Prior to hypothesis testing, validity and reliability assessments were conducted to ensure measurement adequacy. The data were analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM) with SmartPLS software. The findings reveal that self-efficacy exerts a positive and significant direct effect on adaptive performance. Likewise, self-acceptance significantly enhances adaptive performance. In addition, self-acceptance positively influences coping optimism, which subsequently contributes significantly to adaptive performance. Mediation analysis further confirms that coping optimism functions as an intervening variable linking self-efficacy and self-acceptance to improved adaptive performance.

JEL Codes:

Keywords: *Adaptive Performance; Self-Efficacy; Self-Acceptance; Coping Optimism; Civil Servants; Public Sector*