

The Role of Self-Efficacy in Career Decision Making Among Graduated Students from Vocational High Schools in Jakarta

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ABSTRACT

Career decision making is a process of individuals realizing that it is an obligation and responsibility in making of correct decisions and being able to make it happen. Self-efficacy is a belief in self-ability to complete their task or responsibility. The purpose of this study was to determine the role of self-efficacy in career decision making among graduated students from vocational high schools in Jakarta. Several studies show the high number of unemployed among vocational school graduates in Jakarta and research which states the importance of self-confidence in individual ability to make work decisions is the basis for research. A total of 165 participants (118 female and 47 male) of graduated students from vocational high schools in Jakarta with an age range of 18 to 21 years old. This study uses a convenience sampling method. The results showed that self-efficacy had a significant positive role in career decision making among graduated students from vocational high schools in Jakarta with a determination coefficient (R Squared) 0.151, $p = 0.000 (< 0.05)$. This shows that the self-efficacy variable has 15% significant role in career decision making, 84.9% were affected by other factors.

Keywords: Career decision making, self-efficacy, graduated students, vocational high schools, Jakarta

1. INTRODUCTION

World population growth has increased every year by 1 to 1.2% per year. In 2015, it was recorded that the world's population reached 7.38 billion people, until 2019 there was an increase in the population of around 330 million people [15] It is recorded that the Asian continent leads as the largest population with a population of 4.6 billion of the total population in the world. The population of the Asian Continent, especially in Southeast Asia (ASEAN), Indonesia occupies the first position with a population of 264, 2 million people [14] According to data from the Central Bureau of Statistics, projecting the number of productive age in Indonesia from 2015 to 2045 that the productive age is dominated by the age range 15 to 64 years [3] Seeing the number of productive age in Indonesia which has increased every year makes Indonesian society needs a lot of jobs. This is supported by research data from the Central Bureau of Statistics which shows that based on population density calculated from the total population divided by the area of the province, DKI Jakarta ranks first with 15,900 people / km² [3].

The majority educated unemployed come from young people who do not have experience and live with their parents. Some of the reasons include the job seeking process by individuals who do not have a clear career

decisions. This is reinforced by the statement that decision making is part of human life in facing various problem for fulfillment of life, so that every human being needs the right decision making in a career transition period, such as employment [19].

Badan Pusat Statistik (BPS) stated that in the last year the unemployment rate in Indonesia increased by around 60 thousand people, which indirectly stated that the available employment opportunities in Indonesia, especially Jakarta, were not proportional to the number of productive age population in Jakarta [4] In addition, according to data BPS, the number of unemployed is dominated by Vocational High School education level of 10.42%, which is then followed by the unemployment rate for high school graduates in the second position of 7.29% [3] McArdle et al. added that a person must set goals and make the right decisions so that they are in line with existing career identities and career opportunities [17] One of the decisions that must be taken is career decision making during adolescence [6].

As stated before, decision making is part of human life in facing various problems for the fulfillment of life, so that every human being needs the right decision making in the career transition period [19] In the 15-24 year age range, which is the middle school age and vocational school is the stage for adolescents to explore and career findings [9]

Previous research also stated the results of data analysis that the difficulty level of adolescent career decision making is still very high [2] One of the factors that influence career decision making is self-efficacy [10] This opinion is supported that self-efficacy is an important aspects of individuals in the decision-making process in choosing a career [12] Some researchers claim that confusion and uncertainty in choosing a career is related to individual self-efficacy which states that self-efficacy plays an important role in determining career decision making [1].

1.1. Career Decision Making

Career decision making is a process where individuals realize a need in making career decisions, are able to make them happen, and are able to make the right decisions with the right process and most in accordance with the individual's goals [11] Career decision making has 3 kinds of dimensions into many aspects such as the following: The first aspect, lack of readiness. Lack of readiness in making career decisions consists of three aspects, namely: lack of motivation; doubt in making decisions; and dysfunctional beliefs. The second aspect is lack of information. Lack of information regarding career decision making has four aspects, namely; lack of information about the decision making process; lack of information about himself; lack of information regarding employment; lack of information on how to obtain additional information. The third aspect, inconsistent information. Inconsistent information about yourself or your career has three aspects, namely: unreliable information; internal conflict; external conflict [16].

1.2. Self-Efficacy

Self-Efficacy as people's belief in their ability to produce self-determined performance standards that affect an activity so that it also affects life [5] Self-efficacy is a perception, belief and belief that everyone has to behave in realizing the desired results and directly influencing behavior [5] A person with high self-efficacy will encourage individuals to be more determined, enthusiastic and enthusiastic about their activities, while individuals with low self-efficacy cause someone to easily give up, avoid and do not want to face a challenge. The dimensions of individual self-efficacy can be classified into three types, namely: magnitude, generality and strength. Magnitude stated on how individuals do their works depends on difficulty terms of task. Generality is related to mastery experience as a whole individual. Strength is showing individual faith and capability that is already done many times before in individual life experience.

1.3. Formulation of the Problem

Phenomena and gaps that exist in previous studies make researchers want to do research again to confirm the conflicting research results. In addition, in this study there

are some differences with previous studies in terms of the purpose of conducting the study, the sample of participants and the location of the research sample that is graduated student from vocational high schools in Jakarta. The formulation of the problem of this study is to determine the role of self-efficacy in career decision making among graduated student from vocational high schools in Jakarta.

2. RESEARCH METHOD

2.1. Research Participants

2.1.1. Characteristics of Study Participants

The study was conducted with 165 participants ranging in age from 18 to 21 years and who are graduated students from vocational high schools in Jakarta. There is no limitation on other factors such as gender, religion, and work related.

2.1.2. Descriptions of Research Subjects

Table 1 Description of participants based on gender

Gender	Frequencies	Percentage
Male	47	28.5
Female	118	71.5
Total	165	100

Participants were male by 28.5% (47 participants) and female by 71.5% (118 participants).

Table 2 Description of participants based on age

Age	Frequencies	Percentage
18	24	14.5
19	37	22.4
20	33	20
21	71	43
Total	165	100

Based on the age range, 14.5% were 18 years old (24 participants). 22.4% were 19 years old (37 participants). 20% were 20 years old (33 participants). And as many as 43% of the participants were 21 years old (71 participants).

Table 3 Description of participants based on employment status

Age	Frequencies	Percentage
Undergraduate student	86	52.1
Staff	23	13.9
Part timer	29	27.6
Businessman	5	3
Looking for job	22	13.3
Total	165	100

Based on table above, 52.1% of participants were undergraduate students (86 participants). 13.9 were staff

(23 participants). 27.6% were part timer (29 participants). 3% were owner some business (5 participants) and 13.3% were still looking for a job (22 participants).

Table 4 Description of participants based on residence

Age	Frequencies	Percentage
Bekasi	11	6.7
Depok	1	0.6
Jakarta	117	70.9
Tangerang	36	21.8
Total	165	100

Based on table above, most of them resided in Jakarta with 70.9% (117) participants. 6.7% were resided in Bekasi. 0.6% were resided in Depok. 21.8% were resided in Tangerang.

2.1.3. Sampling Technique

The research design was carried out in a non-experimental quantitative manner by distributing questionnaires via google-form to participants who met the criteria. The measuring instrument used is in the form of a 5 Likert scale, namely the General Self-Efficacy Scale (GSES) by Schwarzer and Jerusalem consisting of 10 statements [18] and the Career Decision Making Difficulties Questionnaire (CDDQ) by Gati, Krausz, & Osipow with 32 statements that have passed legibility and expert tests judgement [11] There is some favorable and unfavorable statements in questionnaires.

Researchers tested the internal consistency with alpha Cronbach coefficient for GSES each dimension. Internal consistency for magnitude with alpha Cronbach coefficient = 0.720. Internal consistency for generality with alpha Cronbach coefficient = 0.741. Internal consistency for strength with alpha Cronbach coefficient = 0.607.

Measurement tools for CDDQ also passed the internal consistency with alpha Cronbach coefficient for each dimension. Internal consistency for lack of readiness with alpha Cronbach coefficient = 0.799. Internal consistency for lack of information with alpha Cronbach coefficient = 0.943. Internal consistency for inconsistent information with alpha Cronbach coefficient = 0.919.

3. DATA ANALYSIS AND RESULTS

Researchers tested the classical assumptions as a condition for carrying out a simple linear regression test with the One Sample Kolmogorov-Smirnov Test technique with a self-efficacy value, $p = 0.616 (> 0.05)$, indicating that the data distribution was normally distributed. Meanwhile, the career decision making variable shows a value, $p = 0.362 (> 0.05)$, indicating that the data distribution is also normally distributed. The results of data processing normality test variables self-efficacy and career decision making show that the data distribution is normally distributed so that it can test the data parametrically. Furthermore, the researcher conducted a linearity test,

based on the significance value of the SPSS ver. 15.0 shows a Deviation from linearity of 0.597 (> 0.05), This indicates that there is a significant linear relationship between self-efficacy and career decision making. This study also passed the heteroscedasticity test with the scatter-plot technique, with the results showing that the data did not experience heteroscedasticity symptoms.

Table 5 Self-Efficacy Regression Test Result on Career Decision Making

Self-efficacy towards career decision making	R ²	B	Sig.
	0.151	-0.490 0.238	0.000

Researchers tested the hypothesis with simple linear regression to test whether there was a role for self-efficacy in career decision making. The results of data processing show the coefficient of determination of 0.151, which means that self-efficacy plays a role of 15.1% of the career decision making variable, 84.9% is influenced by other factors outside of self-efficacy. Then the researcher got the results in the significance section of $p = 0.000 (< 0.05)$, which means that self-efficacy has a significant role in career decision making. The results of data processing show the regression equation $Y = -0.490 + 0.238X$, while X is the dependent variable, namely career decision making and Y is the independent variable, namely self-efficacy. This regression equation means that, if there is an increase in self-efficacy, there will be an increase in career decision making provided that the values a and b are constant.

For additional, researchers analyzes regression linear for self-efficacy on career decision making. The results shows that only strength dimension in career decision making has an impact or significant role of self-efficacy R squared = 0.051, $p = 0.004 (< 0.05)$. Other dimension such as magnitude and generality doesn't have a significant role towards self-efficacy. Based on gender and employment status, there is no significant roles towards career decision making in this study.

4. CONCLUSIONS AND SUGGESTIONS

Based on the results of empirical tests by conducting field data search using an online questionnaire, namely Google Form, the researcher concluded that there is a significant linear role of self-efficacy with career decision making, which means that the hypothesis is accepted. The value of R square or the coefficient of determination is 0.151 or 15.1%. This shows that the self-efficacy variable has a role of 15.1% in career decision making, 84.9% of the career decision making variable influenced by other factor regression equation $Y = -0.490 + 0.238X$. The hypothesis analysis obtained is that H_0 is rejected and H_1 is accepted, indicating "There is a significant role of the self-efficacy variable on the career decision making variable".

The test results with the SPSS 15.0 program also showed the linearity of two variables valued at 0.597, indicating that self-efficacy and career decision making have a

significant positive linear relationship, in other words explaining that the higher the level of self-efficacy, the higher the career decision making. Vice versa, the lower the level of self-efficacy, the lower the career decision making. The results of the study with the title "The Role of Self-efficacy in Career Decision Making in Vocational Schools in Jakarta" show results that are in line with Betz and Hackett's theory which states that self-efficacy in individuals is a description of one's personal opinion in the career decision making process. [7] This also shows results that are in line with research conducted by previous researchers which states that there is a significant positive relationship and role between self-efficacy on career decision making [8] [16].

The research entitled "The Role of Self-efficacy in Career Decision Making in Vocational Schools in Jakarta", has several limitations as follows: First, limitations in terms of research sources literature due to the COVID-19 pandemic conditions that make it impossible to come to the library; Second, limitations in terms of taking participant data, both in terms of communication, because researchers do not allow it to go to the field directly to distribute questionnaires to research subjects / participants because schools do not operate during the implementation of Large-Scale Social Restrictions (PSBB), so that the subjects obtained did not reach the target in a large sample and was deemed less than optimal; Third, Researchers recommend to further researchers who are interested in examining the same variables to look for participants in a large sample, then more diverse participant criteria such as participants who work in the field of health, construction, teachers or lecturers, and other participants. Further researchers can also examine other variables or constructs besides self-efficacy because according to the research results there are 84.9% of career decision making influenced by factors outside of self-efficacy. Internal constructs can be in the form of self-esteem and self-regulation, external constructs can be in the form of job satisfaction, work life balance and other constructs.

ACKNOWLEDGMENTS

The author would like to appreciate to the Faculty of Psychology Universitas Tarumanagara, who has facilitated and other parties who have helped a lot so that we can participate in this conference.

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