

The Effect of Self-Efficacy on the Work Readiness of Universitas Negeri Padang Students during the Covid-19 Pandemic

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ABSTRACT

The purpose of this study was to determine the effect of self-efficacy, organizational activity, family environment and locus of control on the work readiness of Padang State University students during the Covid-19 pandemic. This type of research was an associative descriptive study with a population of 100 Padang State University students. . this research use sample of 100 Padang State University students. Data collection techniques are carried out by distributing questionnaires or online questionnaires. To ensure that the questionnaire or questionnaire used in this study was used to test the validity and test reliability. The data analysis technique used is path analysis with the help of SPSS 24. Before performing the data analysis technique, the classical assumption test is carried out using the normality test and homogeneity test. The results of the study show that the self-efficacy variable has a positive and significant effect on work readiness of Padang State University students

Keyword: *Self-efficacy, work readiness*

1. INTRODUCTION

The occurrence of the Covid-19 outbreak in various countries has an impact on aspects of people's social life. Indonesia is one of the countries affected by the corona virus and has a high percentage of positive COVID-19 increases. The ever-increasing percentage causes concern in various fields, especially for students who have entered the final semester and will soon enter the world of work. Problems that occur and are closely related to education, one of which is whether or not students are ready to enter the world of work. Murniawaty and Rahmaningty (2017: 3) say that work readiness is the ability that a person has in completing work with maximum results according to the target. Data from the Central Statistics Agency (BPS) of West Sumatra Province in 2018-2020 stated that college graduates contributed more to open unemployment in terms of education level. This can be seen in Table 1.

Table 1. Open Unemployment Rate (TPT) by Highest Level of Education Completed (in Percentage), January 2018 - August 2020

Level of education	Open Unemployment Rate by Education Level		
	2020	2019	2018
SD	3.58	2.42	2.16
junior high school	4.92	3.79	4.41
senior High School	8.38	7.97	6.93
SMK	10.58	8.48	9.55
Diploma I/II/III	9.12	5.93	13.15
University	11.50	8.15	9.72

Source: BPS Padang city

When viewed from the level of education, the Open Unemployment Rate (TPT) for university graduates (PT) is still high at 30.63% for the university level in 2020. 9.12% for diploma graduates and 11.50% for university graduates. From this data, it is known that there are still many students who have completed their studies who are unemployed. The number of educated unemployed college graduates indicates a lack of student readiness to enter the world of work. According to the Padang City BPS, the number of registered labor absorption according to the level of education completed is very high. This can be seen in details in table 1.2.

Table 2. Percentage of Working Population by Highest Level of Education Graduated in Padang City (in Percentage), August 2018-August 2020

Level of education	Year		
	2020	2019	2018
junior high school	51.92	52.37	54.88
senior High School	32.37	31.50	30,80
College	15.71	16.13	14.32

Source: BPS Padang city

From the table above, it can be seen that the percentage of the working population is dominated by junior high school (SMP) graduates as much as 51.92% people while and the working population with

higher education is only 15.71% Based on the data above, it can be concluded that the number of people who work more based on the level of education for university graduates is still small, this indicates that the readiness of students as the highest level in education is still very low.

Padang State University (UNP) is one of the State Universities in Indonesia that is struggling to produce graduates who are competent and have basic and general skills to face job competition during the COVID-19 pandemic. Padang State University has eight faculties consisting of the Faculty of Economics (FE), Faculty of Education (FIP), Faculty of Languages and Arts (FBS), Faculty of Mathematics and Natural Sciences (FMIPA), Faculty of Sports Science (FIK), Faculty of Tourism and Hospitality (FPP), Faculty of Social Sciences (FIS), and the Faculty of Engineering (FT).

Factors that can affect work readiness come from within the individual (internal) and outside the individual (external). One of the internal factors that affect student work readiness is self-efficacy. Self-efficacy is an individual's belief in his ability to shape behavior in certain situations (Bandura, 1997:3). Students will develop their business to improve their academic abilities and work skills in order to achieve a good career in the future, and try to overcome the problems that hinder in achieving the desired goals. High academic abilities and work skills in students will make these students have steady career aspirations. With solid career aspirations,

Students with a high level of self-efficacy also mean that they believe that they are able to succeed and be successful, have a commitment to solving problems and will not give up when they find that the strategy being used is not working. Students who successfully recognize their own abilities will feel confident that they can complete even a difficult task. Based on preliminary observations that have been made with 30 students, it can be seen that 58.33% of students do not have good self-efficacy towards readiness to enter the world of work.

2. METHODS

This research uses quantitative research. Quantitative research is the values of changes expressed in numbers. To collect data using a questionnaire or questionnaire technique. The population in this study were Padang State University students, totaling 35,044 students. The population used is the 2017 State University Padang students. The 2017 population is taken because the 2017 class is a final

semester student who will soon enter the world of work. In this study, the sample was determined using the proportional random sampling technique. Based on the proportional random sampling formula, the number of samples obtained is 100 students. Sampling of 100 people consisted of final students of Padang State University from various faculties. This study consists of two variables, namely the independent and dependent variables. The independent variables in this study are: Self-Efficacy (X1), the dependent variable in this study is Work Readiness (Y). The method used to measure respondents' answers is by using a Likert scale. The analysis technique of the research instrument test uses validity and reliability tests. The results of the validity test in this study were declared valid and invalid where there was 1 question that was not valid and was not used in the study. While the reliability test with Cornbach's alpha > 0.60 the variables in this study were declared reliable. While the data analysis method used is descriptive analysis, test classical assumptions consisting of normality test and homogeneity test, path analysis, hypothesis testing consisting of simultaneous test (F test), determination test (R^2) partial test (t test).

3. RESULT AND DISCUSSION

Descriptive analysis contains descriptions or responses of respondents to statements related to research variables. The variables of this study include work readiness, self-efficacy, organizational activity, family environment, and locus of control. As follows:

Table 3. Descriptive Self-Efficacy

No	Indicator	mean	TCR	
			%	Criteria
	Task Difficulty			
1	Level	4	82	Very good
2	Strength	4	77	Well
3	Generalizati on	3.89	77.9	Well
Average		3.96	78.87	Well

Source: Primary data, year 2021

Base the data average overall self-efficacy variable is 3.96 with a TCR of 78.87% which is categorized as good. Before testing the hypothesis, the research prerequisite test (classical assumption test) consists of a normality test and a homogeneity test. Normality test aims to test whether the residual value that has been standardized in the regression model is normally distributed or not. Testing the normality of the data

using Kolmogorov and as the basis for rejecting and accepting the decision whether or not the normal distribution of the data is determined at a significance level of $\alpha = 0.05$. The results of the normality test showed that the Kolmogorov-Smirnov value was 0.184, which means that the number is > 0.05 . This means that the standardized residual value spreads normally. Homogeneity test was conducted to see the data obtained from homogeneous samples. The guideline in the homogeneity test is if $\text{sig} < 0.05$, it means that the data is homogeneously distributed. Based on the homogeneity test using SPSS 24, it can be seen that the self-efficacy variable (X1) is 0.887, meaning that this variable has a homogeneous variance with a significant value greater than 0.05, then the data is declared homogeneous.

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Self-efficacy can have an influence on one's work readiness. Someone with a high level of self-efficacy means that they believe that they are capable of succeeding and succeeding. Someone who has high self-efficacy, will tend to feel confident that he is able to get things done well, related to this, someone will have good work readiness as well. Vice versa, if a person has low efficacy, he will feel unsure of being able to complete a job well, so that his level of readiness will affect him. This efficacy will grow well when students are indeed able to be serious in following lessons and when participating in Field Work Practice activities.

The results is a positive relationship of 35.7% between self-efficacy and work readiness, so that the higher self-efficacy, the higher the job readiness of students who are currently studying. preparing a thesis at the Psychology Study Program, Faculty of Medicine, Lambung Mangkurat University. The results of the above study strengthen the research conducted by researchers who found that self-efficacy greatly influences student work readiness. This happens because someone who has high self-efficacy will tend to feel confident that he is able to do a good job, so that someone will have good readiness. But when a person feels unsure of himself in doing work, it will affect their work readiness. The hope is that with the experience and knowledge gained while on and off campus, it will bring up a strong belief in him so that students will be more prepared to enter the world of work after graduation.

4. CONCLUSION

Based on the results of the research that has been done, it can be concluded that the self-efficacy variable (X1) has a positive and significant effect on work readiness (Y) of Padang State University students during the covid-19 pandemic. This happens because someone who has high self-efficacy will feel confident that he is able to do a job well, so that someone will have good readiness, but when someone feels unsure about himself in doing work, it will affect his work readiness.

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