

CAREER SELF-EFFICACY PROFILE OF STUDENTS IN SMKN 1 BUKITTINGGI

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Abstract

This research is motivated by the existence of problems in several students at SMKN 1 Bukittinggi related to career self-efficacy, including the dimensions of self-appraisal, occupational information, goal selection, planning, and problem-solving. The problems found are that some students still cannot do a self-assessment of the majors they choose and the abilities they have specifically in the career field, some students cannot collect job information provided by the school by the career field they are interested in, some students do not have clear goals related to the career they will achieve, some students do not have career planning to achieve and some students cannot solve problems when they are in an obstacle in the career field problems they face. The formulation of the problem in this study is how much the career self-efficacy profile of students at SMKN 1 Bukittinggi is. The purpose of this study is to obtain a clear picture of the career self-efficacy profile of class XI students at SMKN 1 Bukittinggi. This type of research is descriptive quantitative research. The population in this study was 714 participants, all grade XI of SMKN 1 Bukittinggi. While the sample in this study amounted to 88 participants using the Simple Random Sampling technique. Data was collected using a questionnaire instrument. The instrument used is the CDMSE (Career Decision Making Self-Efficacy) instrument developed by Jiang and Park. This instrument consists of 25 items and has been tested for validity and reliability on 30 students at SMKN 1 Bukittinggi and the results obtained are all valid items. Data analysis techniques and raw data processing using Microsoft Excel with the percentage formula. The results of this study concluded that overall the career self-efficacy profile of students at SMKN 1 Bukittinggi was in the high category, namely 74.9%. Among them, in the self-appraisal indicator, a percentage of 80.4% was obtained and was in the high category, occupational information obtained a percentage of 70.09% and was in the high category, goal selection obtained a percentage of 79.2% and was in the high category, planning obtained a percentage of 74.5% and was in the high category, and in the problem-solving indicator obtained a percentage of 70.3% and was in the high category. This shows that typical students at SMKN 1 Bukittinggi have confidence in their ability to complete career responsibilities that must be passed by the age range of career development faced.

Keywords: Content, Formatting, Article.

1. Introduction

In Indonesia, the issue of employment and unemployment is still a matter of considerable concern. These two issues are interrelated and form a dualism of issues that are independent of each other. Related to the government's efforts to overcome the problem of unemployment in society through Vocational High School (SMK) programs, by improving the quality of teaching and learning, students will develop basic skills and critical thinking abilities through quality learning. In addition, students will understand the morals and character needed to be effective citizens.

SMK students who are equipped with these skills are expected to be able to seize the job market according to their field of expertise and be able to adapt to the environment where they work. One of the educational institutions tasked with producing human resources who have talents, skills, and knowledge in certain disciplines is the SMK. The ability to work immediately after graduating from school without requiring a long

adjustment stage is known as the work readiness of vocational students. Students must have these skills to produce the best results by the specified objectives.

To welcome the industrial revolution that Indonesia is experiencing, vocational high schools are very important. The more specific the skills of SMK alumni, the easier it is for them to develop those skills. Students in SMK are programmed to commit to specific skills so that they can focus more on honing and developing those skills.

Students in SMK who have started to consider other occupations but have not yet made a decision should be able to set goals and conduct in-depth research on their chosen field, such as: attending training and seeking information. However, many vocational students still struggle to choose their education and career path. A separate subjective description of self-ability, self-efficacy varies from person to person depending on circumstances. That is, individuals evaluate their abilities, potentials, and inclinations in addition to environmental demands.

Career self-efficacy refers to a person's belief in his or her capacity to accomplish career-related tasks that he or she must accomplish depending on the stage of career development he or she is in. There are five indicators of career self-efficacy, including self-appraisal is an assessment of the individual himself, occupational information is the ability to gather information about the career field of interest, goal selection is the ability of individuals to feel confident that goals in a particular career field can be realized, planning is the ability of individuals to have a level of confidence in plans that will be made to choose a particular career field, and problem-solving indicators are the ability of individuals to solve problems and obstacles encountered in a condition.

Bandura emphasized that in choosing a career, individuals must consider the identity they are looking for, the certainty and prospects of their future career, and the uncertainty of their abilities in the field of interest. Confidence is needed to overcome doubts about one's abilities. Consequently, individuals must have career self-efficacy to choose their careers. Personal beliefs are usually a manifestation of career self-efficacy. Individuals who have strong beliefs in their abilities will continue to strive until their goals are achieved. However, if someone does not have a strong belief in their abilities, they will give up more easily when facing a challenge.

Before deciding on career goals for the future and also most importantly in the individual's own life, wherever and whenever they are, individuals will need confidence in their ability to make career decisions. If people do not have clear career goals, let alone are unemployed or underemployed, they will experience distress and anxiety. Students need to be educated about their careers as they play a role in their academic, personal, and social development at the same time. This can be supported by one of the educational goals in the learning process which is to educate the nation's life, students are expected to be able to choose their career and do it well.

One's career self-efficacy will be crucial in the future to help students succeed in the world of work. Students' career self-efficacy will be used to make behavioral choices about which tasks they think they can do well, how much effort and perseverance it will take to complete those tasks, and how people's mindsets and emotions affect whether or not they can complete the tasks, foresee further ways of behaving, as well as demonstrate the resulting execution, where achievement wants to decisively influence self-efficacy. One of

the elements that seem to influence individual behavior in career planning is career self-efficacy. This suggests that career self-efficacy has a greater impact than social support from family on career decision-making stability.

This study was conducted by the author at SMKN 1 Bukittinggi. The results of observations made by the author on February 10, 2022, found that several students could not collect career information provided by the school, such as students who ignored the brochures distributed by the school, and several students did not participate in webinar events about careers recommended by the school, then several students deliberately did not attend during department practice activities.

Then the author interviewed one guidance and counseling teacher who the author conducted at SMK Negeri 1 Bukittinggi on Thursday, February 10, 2022, it can be revealed that the problem that appears is that some students are hesitant about the career goals that will be achieved after graduating from school, based on the results of the services provided by the counseling guidance teacher there are still some students who cannot overcome the problems they face regarding the career field they will choose, and students rarely come to the counseling guidance room to consult with the counseling guidance teacher about the career world.

Then strengthened by interview data with two students that the author conducted on February 10, 2022, showing the problem that some students have not been able to do self-assessments of the abilities they have specifically in the career field, students also cannot collect information on work provided by schools related to the career field, students also do not have a clear selection of goals related to the career they will achieve, then students also do not have career planning that they are interested in, and students cannot solve problems when they are in an obstacle to the career problems they are interested in.

Based on observations and interviews that have been conducted, the author is encouraged to raise these issues in a study entitled, "Career Self Efficacy Profile of Students of SMKN 1 Bukittinggi"

2. Method

This research uses descriptive research methods with a quantitative approach because it is by the purpose of this study is to obtain a clear picture of the career self-efficacy profile of students at SMKN 1 Bukittinggi. The population in this study were grade XI students of SMKN 1 Bukittinggi, totaling 714 students. In this study, researchers used a simple random sampling technique, which is taking sample members from the population randomly without paying attention to strata in the population (Sugiyono, 2014). The calculation of the sample size was carried out using the Taro Yamane formula and the results were obtained as many as 87.71 people, then the number was rounded up to 88 participants. The data collection technique used is the CDMSE (Career Decision Making Self-Efficacy) instrument. The research instrument test is intended to test the validity and reliability of the statement items. The research instrument test can be carried out on prospective respondents. The data that has been processed is then continued with data interpretation or the process of interpreting the data, then in interpreting the data the researcher is guided by the intervals that have been compiled by compiling a score range.

3. Results and Discussion

This research aims to see and find out how much the description of the Career Self Efficacy Profile of Students at SMKN 1 Bukittinggi. The research process carried out is by distributing the CDMSE (Career Decision Making Self Efficacy) instrument which contains 25 statement items which are divided into five indicators. Based on the above interpretation, it can be understood that the level of Career Self Efficacy Profile of Students at SMKN 1 Bukittinggi is categorized as high, for more details, it can be seen that the Career Self Efficacy Profile of Students at SMKN 1 Bukittinggi which the author describes per indicator.

Self Appraisal (Self Assessment)

In this indicator, it can be seen that students' career self-efficacy in the dimension of self-appraisal (self-assessment) obtained a percentage of 80.4% as follows. 88 students filled in item number 1 obtained a score of 74.5%, item number 2 obtained a score of 78.9%, item 3 obtained a score of 84.8%, item number 4 obtained a score of 82.5%, and item number 5 received a score of 84.5%. Based on the results obtained, it can be concluded that class XI students at SMKN 1 Bukittinggi have a career self-efficacy profile, especially in the self-appraisal indicator, which is in the high category, with these results, students who already have a high self-appraisal are certainly able to conduct a self-assessment of themselves regarding the career plans they are interested in and what they plan to do in the future. As for the impact on the world of work, it will make it easier for individuals to assess the profession of interest with their abilities so that it will facilitate individuals in choosing future career paths.

Occupational Information

In this indicator, it can be seen that students' career self-efficacy in the occupational information dimension obtained a percentage of 70.09% as follows. 88 students filled in item number 6 obtained a score of 56%, item number 7 obtained a score of 73.2%, item number 8 obtained a score of 78.9%, item number 9 obtained a score of 74.8%, and item number 10 obtained a score of 68%. Based on the results obtained, the conclusion is that class XI students at SMKN 1 Bukittinggi have a career self-efficacy profile, especially in the occupational information indicator (job information) in the high category, with these results, students who already have good occupational information will easily get or find out information related to their planned career interests. The positive impact of the high ability of occupational information in the world of work will make it easier for individuals to carry out their work because individuals have been equipped with the right information collection related to the career they choose.

Goal Selection

In this indicator, it can be seen that students' career self-efficacy in the goal selection dimension obtained a percentage of 79.2% as follows. 88 students filled in item number 11 obtained a score of 78.6%, item number 12 obtained a score of 76.6%, item number 13 obtained a score of 78.6%, item number 14 obtained a score of 78.9%, and item number 15

obtained a score of 83%. Based on the results obtained, the conclusion is that class XI students at SMKN 1 Bukittinggi have a career self-efficacy profile, especially in the goal selection indicator, which is in the high category, meaning that students who already have a high goal selection will have confidence and can determine the goals he will realize regarding the career of interest. The positive impact of the high ability of goal selection on the world of work will make it easier for individuals to carry out work later because individuals already have clear goals for the work they are doing.

Planning

In this indicator, it can be seen that students' career self-efficacy in the planning dimension obtained a percentage of 74.5% as follows. 88 students filled in item number 16 obtained a score of 79.8%, item number 17 obtained a score of 79%, item number 18 obtained a score of 70.2%, item number 19 obtained a score of 77.3%, and item number 20 obtained a score of 66%. Based on the results obtained, the conclusion is that class XI students at SMKN 1 Bukittinggi have a career self-efficacy profile, especially in the planning indicator in the high category, meaning that students who already have high planning will have the ability to plan and strategize to get good results related to the career they are interested in. The positive impact of high planning ability on the world of work will make it easier for individuals to complete the work they are doing because individuals have been equipped with good planning skills for their chosen careers.

Problem Solving

In this indicator, it can be seen that students' career self-efficacy in the problem-solving dimension (problem-solving) obtained a percentage of 70.3% as follows. 88 students filled in item number 21 obtained a score of 75.5%, item number 22 obtained a score of 78.6%, item number 23 obtained a score of 58%, item number 24 obtained a score of 64.5%, and item number 25 obtained a score of 75%. Based on the results obtained, the conclusion is that class XI students at SMKN 1 Bukittinggi have a career self-efficacy profile, especially in the problem-solving indicator in the high category, meaning that students who already have high problem-solving will have the ability to overcome problems or obstacles faced during the process of realizing the career they will achieve. The positive impact of high problem-solving skills on the world of work will make it easier for individuals in the workplace to overcome the problems faced easily if a problem or obstacle occurs because individuals are equipped with good problem-solving skills.

Based on the five indicators above, it is found that all five indicators are in the high category with a percentage of 80.4%, 70.09%, 79.2%, 74.5%, and 70.3%. Therefore, the Career Self Efficacy Profile of students at SMKN 1 Bukittinggi is good. This means that class XI students at SMKN 1 Bukittinggi already have confidence in their ability to achieve career tasks that must be passed by the age range of career development faced in a high category.

4. Conclusion

Based on the results of the study, it can be concluded that students at SMKN 1 Bukittinggi have an overall high career self-efficacy profile. The author can describe each

indicator as follows:: 1) Self Appraisal in this indicator can be seen that students' career self-efficacy in the self-appraisal dimension (self-assessment) obtained a percentage of 80.4%, and is in the high category. 2) Occupational Information on this indicator can be seen that students' career self-efficacy in the occupational information dimension is obtained a percentage of 70.09%, and is in the high category. 3) Goal Selection In this indicator can be seen that students' career self-efficacy in the goal selection dimension obtained a percentage of 79.2%, and is in the high category. 4) Planning in this indicator can be seen that students' career self-efficacy in the planning dimension is obtained a percentage of 74.5%, and is in the high category. 5) Problem-Solving in this indicator can be seen in students' career self-efficacy in the dimension of problem-solving (problem-solving) obtained a percentage of 70.3%, and is in the high category.

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