

THE RELATIONSHIP OF SELF-EFFICACY WITH PERCEIVED FUTURE EMPLOYABILITY IN JOB SEEKERS OF HIGHER COLLEGE GRADUATES IN PADANG CITY

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ABSTRACT

Over the last few years, unemployment in Indonesia has been dominated by the educated workforce. Unemployed people with the highest education completed at a university reached 673,485 people (Central Statistics Agency, 2022). College graduates who have job seeker status experience difficulty in obtaining employment. Therefore, college graduates need to be ready to enter the world of work. Perceived future employability refers to the perception of how employable he will be in the future and ready to enter the job market. The perception of self-readiness is preceded by a person's belief in his or her abilities. The aim of this research is to determine the relationship between self-efficacy and perceived future employability among job seekers who graduate from universities in Padang City. This research uses the theory of perceived future employability and self-efficacy. The sampling technique used in this research was purposive sampling. This research uses product moment correlation test data analysis techniques. It was found that the value of $r = 0.631$ with a value of $p = 0.000$ ($p < 0.05$) means that H_a was accepted, so it is known that there is a significant positive relationship between self-efficacy and perceived future employability in job seekers who graduated from universities in the city of Padang.

Keywords: *Unemployment, Higher Education Graduates, Job Seeker, Self-Efficacy, Perceived Future Employability*

INTRODUCTION

Over the last few years, unemployment in Indonesia has been dominated by unemployment for the educated workforce or what is usually called educated unemployment ("Surge in Educated Unemployment, This is the Solution!", February 18, 2021). Data obtained from the results of the National Labor Force Survey (Sakernas), unemployment in Indonesia in 2022 as of August reached 8,425,931 people with a percentage of 5.86% of the total national labor force. Unemployed people with the highest education completed at a university reached 673,485 people (Central Statistics Agency, 2022). Educated unemployment is a term used to describe individuals who have adequate educational qualifications, but are still unable to find work. Educated unemployment is usually seen more among young people who have just graduated from their educational level and who are looking for work for the first time. The large number of educated unemployment figures in Indonesia is a significant problem in the employment paradigm.

Job seekers as regulated in the Regulation of the Minister of Manpower of the Republic of Indonesia Number 39 of 2016 concerning Job Placement are the workforce who are unemployed and are actively looking for work, or those who already have a job but are planning to move, both

within and outside the country, by registering with the workforce placement provider or applying directly to the employer. Job seeker is an active term that involves not working and looking for work, and does not include being ready to work.

College graduates who have job seeker status experience difficulty in obtaining employment. Hwang (2017) stated several factors that cause job seekers who graduate from universities to find it difficult to find work that focuses on the individual level. One of them explains that there is a gap between the skills and abilities developed by students on campus and the requirements of practical work. The market requires a workforce that is sufficiently trained and that there is an accurate perception of market demand to create appropriate job placement conditions (Teijeiro et al., 2013).

As individuals who have completed higher education, they are expected to have broad knowledge, maturity, professionalism and enthusiasm to achieve the goals they want to achieve. Competing to get a job and survive in the world of work is not an easy thing. When college graduates looking for work face competition in the job market, they need to make thorough preparations (Qonitatin & Sawitri, 2022).

It is necessary to have readiness to enter the world of work because it is hoped that after graduating from college students will have competencies appropriate to their field of expertise. In the world of work, job seekers are needed who not only have academic abilities (hard skills), but are also balanced with skills (soft skills), such as good communication skills, good manners, leadership abilities, and are responsible for themselves and others. (Rizki et al., 2017). The reality in the field is that not all students and college graduates have sufficient career readiness, due to low employability. Employability is a competency or skill required by graduates or those who are already working (Qonitatin & Sawitri, 2022).

Perceived future employability More relevant experienced by most young adults refers to their perception of how employable they are to enter the job market after completing education or training (Anastasia & Gunawan, 2022). Perceived future employability for young adults is more specifically defined by Gunawan et al. (2019) as an individual's assessment of their skills, experience, relationships, personal attributes, and knowledge about the labor market, and the reputation of their educational institution after the individual has completed education and/or training, and is ready to enter the labor market.

A longitudinal study conducted by Berntson et al. (2008) showed that self-perceived work ability and self-efficacy are related to each other and that self-perceived work ability precedes self-efficacy. Wiharja et al. (2020) stated in their research that aspects of self-efficacy can simultaneously increase students' readiness to enter the world of work.

Supported by previous research conducted by Utami & Hudaniah (2013), there is a positive and significant relationship between self-efficacy and work readiness in Vocational High School

students. Similar research was also conducted by Wijikapindho & Hadi (2021) where there was a significant and positive relationship between self-efficacy and work readiness in final semester students. Other similar research was conducted by Wijayanti et al. (2020), the results showed that there was effectiveness of self-confidence training on work readiness in students. The absence of specific research that examines the relationship between perceived future employability and self-efficacy in college graduates is also another consideration taken by researchers. So researchers are interested in examining the relationship between Self-Efficacy and Perceived Future Employability in Job Seekers of College Graduates in Padang City in 2022/2023.

RESEARCH METHODS

This research was carried out using quantitative methods using a correlational design. The population in this study is limited to university graduates in Padang City in 2022/2023. Sampling used a purposive sampling technique with the criteria of graduating D3/D4/S1 in 2022/2023 and being unemployed and in the process of looking for work, totaling 274 respondents.

The variables used in this research consist of two types, namely the independent variable using self-efficacy and the dependent variable using perceived future employability. The independent variable is measured using a self-efficacy scale using the General Self-Efficacy Scale consisting of 10 items adapted by Novrianto et al., (2019) from a scale developed by Matthias Jerusalem and Ralf Schwarzer in 1979. The dependent variable is measured using the perception scale Future employability consists of 24 items adapted by Adma (2022) based on the theory of perceived future employability by Gunawan et al. (2019).

Data collection for these two variables used a Likert model scale. Based on the reliability test, the reliability value for the self-efficacy scale was $\alpha = 0.874$, while the reliability value for the perceived future employability scale was $\alpha = 0.907$. The research data was analyzed using the product moment analysis technique by Pearson with the help of the IBM SPSS Statistics 26 computer program.

RESULTS AND DISCUSSION

Table 1. Research subject data

Description of Research Subjects	<i>n</i>	%
Gender		
Man	130	47,4%
Woman	144	52,6%
Age		
21	15	5,5%
22	76	27,7%

23	106	38,7%
24	51	18,6%
25	15	5,5%
26	9	3,3%
28	1	0,4%
29	1	0,4%
College		
UINAND	46	16,8%
UINP	134	48,9%
UINEIS	8	2,9%
UINIDHA	1	0,4%
UINBRAH	9	3,3%
UIINIB	4	1,5%
UIBH	20	7,3%
UIPI	22	8%
UIPGRISBA	1	0,4%
PNP	23	8,4%
ITP	1	0,4%
ATIP	2	0,7%
STAI-PIQ SULMBAR	2	0,7%
ALIFAH STIKELS	1	0,4%
Graduation year		
2022	118	43,1%
2023	156	56,9%
Falling Time		
0 months – 3 months	124	45,3%
4 months – 7 months	64	23,4%
8 months – 11 months	32	11,7%
12 months – 15 months	39	14,2%
16 months – 19 months	11	4,0%
≥20 months	4	1,5%
Work Experience		
There is	101	36,9%
There isn't any	173	63,1%

Notes. N = 274.

Based on the results of the research conducted, there were 130 male respondents and 144 female respondents. The age range is in the range of 21-29 years, where respondents are aged 22 and 23 years. Lots participated by 27.7% and 38.7%. Then the tertiary category of the questionnaire was spread across 14 tertiary institutions in Padang City with the percentage dominated by UNP with a total of 134 people amounting to 48.9%. The number of respondents who graduated in 2022 was 118 people and in 2023 there were 156 people. The waiting period for respondents in looking for work starts from 0 months to 20 months, where there are more respondents in the range of 0 months - 3 months, as many as 124 people. A total of 101 people had work experience and 173 people had no work experience.

Based on the results of the correlation test carried out, The results obtained were that there was a correlation value of r of 0.631 with a significance level of 0.000 ($p < 0.05$). So, based on the

results of the correlation test, it can be concluded that there is a significant relationship between the self-efficacy variables and perceived future employability. The correlation coefficient value in this study is positive, so the relationship between the two variables is positive. This means that the higher the self-efficacy of job seekers who are college graduates in Padang City, the higher the perceived future employability of job seekers who are college graduates in Padang City.

Table 2. Description of research data on self-efficacy and perceived future employability

Variable	Score Hypothetical				Score Empirical			
	Min	Max	Mean	elementary school	Min	Max	Mean	elementary school
<i>Self-efficacy</i>	10	50	30	6,7	24	50	42.13	5.16
<i>Perceived Future Employability</i>	24	144	84	20	81	144	117.53	12.86

The table above shows the results of the hypothetical scores and empirical scores for the two variables. The minimum value of the self-efficacy variable for respondents is 24 and the maximum value is 50. Then the average or mean value for respondents is 42.31 and the standard deviation is 5.16. Meanwhile, the minimum value of the perceived future employability variable for respondents is 81 and the maximum value is 144. Furthermore, the average or mean value for respondents is 117.53 and the standard deviation is 12.86.

Table 3. Categorization of Subject Scores for Each Variable

Variable	Score	Category	F	(%)
<i>Self-efficacy</i>	$X \leq 36.97$	Low	41	15%
	$36.97 < X \leq 47.29$	Currently	186	67.9%
	$X > 47.29$	Tall	47	17.2%
	Amount		274	100%
Variable	Score	Category	F	(%)
<i>Perceived Future Employability</i>	$X \leq 104.67$	Low	46	16.8%
	$104.67 < X \leq 130.39$	Currently	185	67.5%
	$X > 130.39$	Tall	43	15.7%
	Amount		274	100%

Based on table 2, it can be seen that the subject categories of the two variables dominate the medium category. A total of 186 respondents had a range of 67.9% for the self-efficacy variable and 185 respondents had a range of 67.5% for the perceived future employability variable. This shows that the research subjects already have self-efficacy and perceived future employability.

Table 4. Additional analysis of Independent Sample T-Test

Description of research subjects	criteria	F	Sig.	Sig. (2 tailed)
Gender	Man Woman	2,972	0.086	0.003
Work experience	There is There isn't any	20.08	0.928	0,000

Pelnelliti carried out additional analysis in the form of independent sample t-test tests on the variable perceived future employability. Additional analysis was carried out because there are still many limitations in the research due to the lack of research results so that research is more likely to explain the relationship between gender and whether or not they have work experience. Based on the table above, the significance value for gender is 0.003 ($P < 0.05$), it can be concluded that there is a difference in perceived future employability in men and girls. It was also found that the significance value for work experience was 0.000 ($P < 0.05$), so it could be concluded that there was a difference in job experience for high level graduates in Padang City who had experience and those who did not.

Based on the results of correlation tests carried out using the Product Moment Correlation correlation technique, it was concluded that there was a significant positive relationship between self-efficacy and perceived future employability among job seekers who graduated from universities in the city of Padang. The existence of a positive relationship shows that the higher the self-efficacy, the higher the perceived future employability of job seekers who graduate from universities in Padang City. (Robbins and Judge, 2007) suggest that individuals with high self-efficacy can understand skills in the competitive world of work with their integrity, and can overcome problems effectively and are confident of achieving success, but on the other hand, individuals with low self-efficacy tend to give up easily. , cannot solve problems effectively because they are not confident in their abilities (Wijikapindho, 2021).

Self-efficacy has a positive and strong relationship with the perception of future employability or perceived future employability of job seekers who graduate from universities in the city of Padang. Individuals who have self-efficacy can believe that perceived future employability can help the individual obtain a job. An individual's belief in his or her ability to obtain a job drives his assessment of his skills, experience, relationships, personal characteristics, knowledge of the labor market, and the reputation of his educational institution after the individual has completed studies and/or training, and is ready to enter the labor market. (Gunawan et al., 2019).

Based on the categorization results in the categorization test table, it shows that the level of perceived future employability of graduate job seekers in Padang City is in the medium category (67.5%). So it can be interpreted that the perceived future employability is not too high and not too low. Therefore, in general, job seeker graduates feel employable when entering the world of work.

Some subjects considered that the skills, experience, relationships they have, personal characteristics, knowledge of the labor market, and the reputation of educational institutions as jobs after graduating from college that they already have can help job seekers who graduate from universities in the city of Padang to get jobs.

The results of the perceived future employability of the average respondent are in the medium category, as is the self-efficacy of the subjects of this research which is generally in the medium category (64.7%). This shows that some graduate job seekers in Padang City feel quite confident in their abilities and are employable in obtaining work. Factors that influence the level of understanding of perceived employability consist of situational factors and individual factors (Rothwell & Arnold, 2007). Perceived employability reflects the perceived probability of obtaining a (new) job (Berntson et al., 2006; Forrier & Sels, 2003; Fugate et al., 2004; Kluytmans & Ott, 1999). Therefore, in general, job seeker graduates feel quite employable or ready to enter the world of work.

The results of the perceived future employability of the average respondent are in the medium category, as is the self-efficacy of the subjects of this research which is generally in the medium category (64.7%). So it can be interpreted that the perceived self-efficacy is not too high and not too low. Individuals with high self-efficacy can understand skills in competing in the world of work with their integrity, and can overcome a problem effectively and are confident of achieving success, but on the other hand, individuals with low self-efficacy tend to give up easily, unable to solve problems effectively because not confident in his abilities (Robbins & Judge, in Wijikapindho & Hadi (2021). This shows that some graduate job seekers in Padang City feel quite confident in their abilities and are employable in obtaining work. This is in line with research Wiharja et al. (2020) that aspects of self-efficacy can simultaneously increase students' readiness to enter the world of work.

In connection with this research, the researcher realizes that there are limitations in its implementation. Therefore, the research carried out additional analysis so that the results of this research were more distinctive. Additional analysis of the independent sample t-test on the variable perceived future employability. After carrying out the independent sample t-test, it was found that there was a difference in the perceived future employability of men and women with a significance value of 0.003 ($P < 0.05$) and those who had work experience and those who did not with a significance value of 0.000 ($P < 0.05$). It can be interpreted that this type of gender and work experience can influence the difference in job satisfaction among high level graduate job sellers in the city of Padang. This additional analysis provides answers to the differentiation of global and global deployment capabilities based on the research data obtained. However, it does not answer whether there really are differences in terms of gender and work experience. Apart from that, another limitation of this research is that the research only examines whether there is a relationship between sales-self-efficacy and job satisfaction in high-skilled graduate jobs in the city of Padang so that other factors that can influence the length of the waiting period for someone looking for a job are not described in this research. Therefore, other

factors are needed that can increase sales-selfishness and full employment in high-performance graduate jobs in the city of Padang with maximum results.

CONCLUSIONS AND RECOMMENDATIONS

Based on the data analysis carried out, there is a significant positive relationship between self-efficacy and perceived future employability among job seekers who graduated from universities in Padang City. The higher the self-efficacy, the higher the perceived future employability. In general, the self-efficacy of job seekers who graduated from universities in the city of Padang is in the medium category, as well as the perceived future employability of job seekers who graduated from universities in the city of Padang is generally in the medium category. There are suggestions for research subject graduates to increase self-efficacy so that perceived future employability increases and work experience influences the perceived future employability of job seekers who graduate from college. For the Padang City Department of Manpower and Industry, this is to build career programs related to situational factors and individual factors that can increase the perceived future employability of graduates who are looking for work. For future researchers to consider other factors that influence the maturity period of a person's cells in obtaining work. Apart from that, it also confirms whether gender and whether or not there is work experience that really has an influence on the overall level of employment.

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