

## Self-Efficacy and Work Readiness in Psychology Department Students

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**Abstract.** Many companies reject college graduates because they lack experience, individual's abilities do not meet the criteria, and they do not have good work readiness. One of the factors that influences work readiness is self-efficacy. Self-efficacy is an individual's belief in their ability to organize and carry out activities to achieve goals. This research aims to find out how self-efficacy influences student work readiness. This type of research is quantitative research with simple linear regression analysis. The sample used was 101 students of students from the Department of Psychology, class of 2020, at Nusa Cendana University. The research results show that self-efficacy positively and significantly affects work readiness. The higher the self-efficacy, the higher the work readiness; the significance value is 0.000. Self-efficacy and work readiness have a moderate effect size of 0.304.

**Keywords:** *self-efficacy, work readiness, psychology students*

**Abstrak.** Banyak perusahaan menolak lulusan perguruan tinggi karena minimnya pengalaman, kemampuan individu belum sesuai dengan kriteria dan belum memiliki kesiapan kerja yang baik. Faktor yang mempengaruhi kesiapan kerja salah satunya adalah *self-efficacy*. *Self-Efficacy* merupakan keyakinan individu atas kemampuan dalam mengatur dan melakukan serangkaian kegiatan untuk mencapai tujuan. Penelitian ini bertujuan untuk mengetahui bagaimana pengaruh *self-efficacy* terhadap kesiapan kerja pada mahasiswa. Jenis penelitian adalah penelitian kuantitatif dengan analisis regresi linear sederhana. Sampel yang digunakan adalah 101 mahasiswa prodi psikologi angkatan 2020 di Universitas Nusa Cendana. Hasil penelitian menunjukkan *self-efficacy* berpengaruh positif dan signifikan terhadap kesiapan kerja. Dimana semakin tinggi *self-efficacy* semakin tinggi juga kesiapan kerja dan nilai signifikansi sebesar 0,000. *Self-efficacy* dan kesiapan kerja memiliki *effect size* yang sedang dengan nilai 0,304.

**Key words:** *self-efficacy, kesiapan kerja, mahasiswa psikologi*

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### **Introduction**

The highest unemployment rate is among college graduates (Central Statistics Agency, 2022). The human resources produced by college graduates are more capable of getting jobs than other levels of education. However, there are still many college graduates who have not found work and are still looking for work. Research conducted by (Wibowo & Suroso, 2016) states that many companies reject college graduates because they are considered to have minimal work experience and the skills or abilities they possess do not match what is needed in the world of work.

Companies have specific criteria and tend to choose workers with good abilities, skills, experience and readiness. So it can be said that many college graduates are still unemployed because they do not have job readiness and do not meet the standards needed in the world of work (Tou, 2022). Work readiness is the attitude, skills, and knowledge an individual possesses to be ready to work or be successful in the work environment. In line with this phenomenon, researchers conducted pre-research interviews with six students from the Department of Psychology, class of 2020, at Nusa Cendana University. They found that three students felt less confident about their abilities to support them in their work. One student from the Department of Psychology felt that they were not yet able to recognize the abilities they had to support them in the world of work.

Research conducted by Utami & Hudaniah (2013) said that for individuals to be ready to enter the world of work, good self-efficacy is needed. Individuals who know their abilities feel confident about getting a job and can do it. Self-efficacy directs individuals to understand their conditions realistically and be able to adjust expectations for the desired job to fit their abilities. So, the researchers decided to research the influence of self-efficacy on work readiness among students from the Department of Psychology class of 2020 at Nusa Cendana University.

### **Method**

This research uses a quantitative descriptive approach with simple linear regression analysis to determine the influence of self-efficacy on the work readiness of the students from the Department of Psychology class of 2020. The sample in this research was 101 students. The data collection process was carried out by distributing questionnaires in the form of a scale to participants who met the criteria as samples.

The variables in this research are self-efficacy and work readiness. The measuring tool uses a self-efficacy scale (21 question items) and a work readiness scale (49 question items). The scale used is a Likert scale, which consists of 5 answer choices, namely very suitable (SS), suitable (S.), quite suitable (CS), not suitable (TS) and very unsuitable (STS).

### Results

The author uses empirical score calculations to determine the self-efficacy interval category. The level of self-efficacy of students from the Department of Psychology, class of 2020, is in the high category.

Table 1.

*Self-Efficacy Category*

<b>Category</b>	<b>Frequency</b>	<b>Percentage</b>
Very low	-	0%
Low	4	4.0%
Currently	18	17.8%
Tall	57	56.4%
Very high	22	21.8%
<b>Total</b>	<b>101</b>	<b>100%</b>

Based on Table 1, it is known that 57 ( 56.4 %) have self-efficacy in the high category.

Table 2.

*Self-Efficacy based on dimensions*

<b>Dimensions</b>	<b>Categorization</b>	<b>Frequency</b>	<b>Percentage</b>
Level ( <i>level</i> )	Very low	4	4%
	Low	2	2%
	Currently	17	16.8%

	<b>Categorization</b>	<b>Frequency</b>	<b>Percentage</b>
	Tall	52	51.5%
	Very high	26	25.7%
	<b>Total</b>	<b>101</b>	<b>100%</b>
Strength	Very low	-	-
	Low	3	3%
	Currently	8	7.9%
	Tall	42	41.6%
	Very high	48	47.5%
	<b>Total</b>	<b>101</b>	<b>100%</b>
Wide Behavioral Field ( <i>Generality</i> )	Very low	1	1%
	Low	2	2%
	Currently	26	25.7%
	Tall	56	55.4%
	Very high	16	15.8%
	<b>Total</b>	<b>100%</b>	<b>100%</b>

Based on Table 2 above, it is known that in the level dimension, there are 52 participants (51.5%) in the high category. In the strength dimension, there are 48 participants (47.5%) in the very high category, and in the generality dimension there are 56 participants (55.4%) are in the high category.

Next, the author calculates an empirical score to determine the work readiness interval category. The level of work readiness of students from the Department of Psychology, class of 2020, is very high.

Table 3.

*Categorization of Work Readiness*

<b>Category</b>	<b>Frequency</b>	<b>Percentage</b>
Very low	-	0%
Low	0	0%
Currently	5	5%
Tall	34	33.7%
Very high	62	61.4%
<b>Total</b>	<b>101</b>	<b>100%</b>

Based on Table 3, it is known that 62 participants (61.4 % ) have work readiness in the very high category.

Table 4.

*Categorization of Work Readiness based on aspect*

<b>Aspect</b>	<b>Categorization</b>	<b>Frequency</b>	<b>Percentage</b>
Personal Characteristics	Very low	-	-
	Low	-	-
	Currently	7	6.9%
	Tall	39	38.6%
	Very high	55	54.5%
	<b>Total</b>	<b>101</b>	<b>100%</b>
	<b>Categorization</b>	<b>Frequency</b>	<b>Percentage</b>
Organizational Awareness	Very low	-	-
	Low	-	-
	Currently	4	4%
	Tall	20	19.8%
	Very high	77	76.2%
	<b>Total</b>	<b>101</b>	<b>100%</b>
	<b>Categorization</b>	<b>Frequency</b>	<b>Percentage</b>
Job competence	Very low	-	-
	Low	1	1%
	Currently	18	17.8%
	Tall	32	31.7%
	Very high	50	49.5%
	<b>Total</b>	<b>101</b>	<b>100%</b>
	<b>Categorization</b>	<b>Frequency</b>	<b>Percentage</b>
Social Intelligence	Very low	-	-
	Low	-	-
	Currently	5	5%
	Tall	25	24.8%
	Very high	71	70.3%
	<b>Total</b>	<b>101</b>	<b>100%</b>

Based on Table 4, it is known that the level of categorization of work readiness of students from the Department of Psychology, class of 2020, at Nusa Cendana University, is based on the work readiness variable aspect. The majority are in a very high categorization for each aspect.

The hypothesis test results show a significance value of 0.000 and a regression coefficient value of 1.001, which means that self-efficacy has a positive effect on work readiness, where the higher the self-efficacy, the higher the work readiness.

### **Discussion**

Based on the results of hypothesis testing using a simple linear regression test, it is known that there is a significant favourable influence between self-efficacy and work readiness. Which is indicated by a significance value of 0.000 with a determination coefficient of 21.8% and 78.2% is influenced by other variables such as self-regulated (Adipranata & Anwar, 2019) and soft skills (Parangin-Angin, Syuhada & Arief, 2022). The relationship between self-efficacy and work readiness has a moderate effect size with a correlation value 0.304. The regression test results also show a simple linear regression equation, meaning that every increase in self-efficacy will also increase work readiness in students from the Department of Psychology. In other words, the higher the self-efficacy, the higher the students' work readiness.

This aligns with research conducted by Prisrilia & Widawati (2021), which said that the higher the self-efficacy, the higher the work readiness. Setiawan, Putri & Shanaz (2020), said that when individuals have high self-efficacy, it will help them get jobs according to their abilities and work happily.

The research results show that students from the 2020 class of the Psychology Study Program have the highest self-efficacy in the belief dimension, with a percentage of 47.5%. This is inversely proportional to research conducted by Wiharja, Rahayu & Rahmiyanti (2020), which states that the belief dimension is the lowest where students easily give up challenges due to their lack of experience. Students from the Department of Psychology have the highest self-efficacy in the dimension of confidence, which is shown by the attitude of students who do not give up easily, always try and try to solve challenges and are confident in their abilities and efforts because they have experience that supports them, including being active in extracurricular activities. Most of the final assignments are projects requiring them to interact directly with the community environment.

Apart from that, the work readiness of psychology study program students is also mainly in the very high category. The highest is in organizational awareness,

with 77 participants (76.2%), which is indicated by an awareness of responsibility, a desire to continue learning, ethics in work and a broad understanding of the organization. This is in line with research conducted by Prisrilia & Widawati (2021), which shows that most students' work readiness is in the high category in the aspect of organizational awareness, where students have knowledge related to the company or organization where they will work.

Every individual needs to have high self-efficacy (Saputri, 2020). Psychology students can increase self-efficacy through performance experience, other people's experiences, verbal persuasion and physiological conditions. Research conducted by Latif, Yusuf & Effendy (2017) said that students currently studying have many opportunities to improve their work readiness, which can be done in or outside the classroom.

From this explanation, it can be said that students from the class of 2020 of the Undana Psychology study program have self-efficacy to support them when they enter the world of work. Students with high self-efficacy will be confident in their abilities and able to analyze their strengths and weaknesses, so they can match the desired job with their abilities, prepare things to support their readiness and make decisions to achieve their goals when faced with a challenge at work. From this, self-efficacy influences the work readiness of students from the Department of Psychology, class of 2020, at Univesity of Nusa Cendana.

### **Conclusion**

Based on the results and discussion, it can be concluded that students from the class of 2020 of the Nusa Cendana University Psychology study program have a level of self-efficacy that is mainly in the high category, with 57 students and other students who have low and moderate self-efficacy need to improve it and self-efficacy is very High is in the confidence (strength) dimension of 47.5%, with the attitude indicator being that students do not give up easily, try and try and believe in their abilities in solving challenges.

Psychology students at Nusa Cendana University also predominantly have a level of work readiness in the very high category, with 62 students (61.4%) and students with moderate work readiness need to increase their work readiness. The highest level of work readiness for students is in the aspect of organizational awareness, with a percentage of 76.2%, where students can socialize, work together in teams, have interpersonal communication skills, and adapt.

There is a positive and significant influence between self-efficacy and students' work readiness, which can be seen from the significance value of  $0.000 < 0.05$ . The higher the self-efficacy, the higher the work readiness of students from the Department of Psychology, class of 2020, at Nusa Cendana University. Self-efficacy contributed to work readiness in the students from the Department of Psychology, class of 2020, at Nusa Cendana University by 21.8%, while the other 78.2% was influenced by other variables not studied.

### *Suggestion*

The suggestions put forward in this research are for students to continue to increase their self-efficacy, which is balanced by mastering academic fields and soft skills to help prepare themselves for work. Future researchers are expected to pay attention to other factors that influence work readiness, including self-regulation, academic motivation, academic achievement and others. For study programs, it is used to evaluate learning and activities in the campus environment to provide students with self-efficacy and work readiness.

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