DEVELOPMENT OF CAREER DECISION MAKING SELF EFFICACY TOOLS IN INDONESIAN LANGUAGE

Yanti Rubiyanti [a*)], Ratna Jatnika [a)], Ahmad Gimmy P. Siswadi [a)], Hendriati Agustiani[a)]

[a)] *Universitas Padjadjaran, Bandung, Indonesia*

[*)]*Corresponding Author: yanti.rubiyanti@unpad.ac.id*

Abstract. This study aims to develop a measuring instrument that can measure how self-confident adolescents are in making career decisions. This research uses a quantitative approach with a survey method. There were 262 young high school students in class XI SMA in Bandung Regency who filled out the Career Decision Making Self Efficacy (CDMSE) questionnaire . The Career Decision Making Self Efficacy measuring tool was adapted from the short form CDMSE measuring tool developed by Taylor and Betz (1996). Construct validity was carried out by confirmatory factor analysis using lisrel 8.8. The reliability of the measuring instrument uses the CR (Contract Reliability) value. The results of the confirmatory factor analysis of the measuring instrument show that the measurement model fits the data. Likewise with the reliability of this measuring instrument. Based on this, it can be said that the short form of the Career Decision Making Self Efficacy tool has good validity and reliability and can be used for adolescent subjects in Indonesia .

Keywords: career decision making; self efficacy; adolescents

I. INTRODUCTION

Careers affect the overall happiness of human life. Therefore, the accuracy of choosing and determining career decisions is an important point in the journey of human life [1]. Decision making is one of the processes of making choices [2]. Career decision making is a process carried out by individuals in choosing education and work which is covered by personal aspects (interests, personality types, vocational identity, feelings of obstacles) and aspects of information related to the choices they will make [3]. Self-efficacy is a personal assessment or belief in one's ability to perform a series of actions needed to deal with future situations. Self-efficacy makes individuals confident that they will succeed and are ready to accept challenges and risks in carrying out tasks even though they have experienced failure [4]. Efficacy plays a very important role in everyday life, a person will be able to use their potential optimally if self-efficacy supports it [5]. When associated with career decision making, individuals who have high self-efficacy tend to be able to make choices in career decision making, face challenges, accept the risks of the actions taken. This shows that the individual has high career decision making [6].

Previous research states that individuals who have high self-efficacy find it easier (not difficult) to make career decisions, and conversely individuals who have low self-efficacy find it more difficult to make career decisions [7]. Then, self-efficacy also has a big influence on making rational career decisions [8]. Based on the above background, the importance of self-efficacy will affect career decision making. Thus, this study aims to analyze the Development Of Career Decision Making Self Efficacy Tools In Indonesian Language.

II. RESEARCH METHODS

The short form version of the Career Decision Making Self-Efficacy tool developed by Betz measures 5 dimensions of self-confidence, namely occupational information, goal selection, planning, problem solving and self-appraisal [9]. According to Taylor and Betz, Career Decision-Making Self-Efficacy or self-efficacy in career decision making is a person's self-confidence to be able to successfully carry out and complete tasks related to career decision making [10]. The approach used is the theory of self-efficacy or the concept of self-confidence to be able to carry out and complete the assigned tasks properly [11]. CDMSE is also believed to be able to help individuals complete the tasks required when making decisions related to a career or work [12].

Betz and Taylor explained that there are 5 aspects that play a role in CDMSE. First, there are 1) accurate self appraisal. In this aspect, self-assessment will be measured where the higher one's assessment of one's abilities, the higher self-efficacy in making career decisions. Then, there are 2) occupational information gathering, where this aspect will measure the size of self-efficacy through the amount of information gathering that is carried out related to the career or job of interest. In addition, there are 3) goal selection and this aspect is measured by a person's level of confidence regarding the achievement of the chosen goal. Then, there are also 4) making plans for the future. Individuals who score high on this aspect have good planning and believe that they are able to achieve the desired goals in the future. Finally, there are 5) problem solving, where this aspect will show

individual confidence in solving problems during the process of selecting career decisions.

Participants in this study used a non-experimental quantitative approach with survey methods. The research was conducted at a high school in Bandung district. The number of respondents who filled in was 262 students. The research respondents were high school students in class XI. Adolescence begins approximately between 10 and 13 years and ends approximately between 18 and 22 years [13]. The distribution of measuring instrument scales is carried out by including informed consent and having ethical clearance registered with the Padjadjaran University Ethics Committee with Number: 155/UN6.KEP/EC/2022.

III. RESULTS AND DISCUSSION

Data analysis was performed using Lisrel 8.8 to analyze contract validity with CFA (Confirmatory Factor Analysis). Meanwhile, for reliability, the value of CR (construct reliability) is used. Based on Results of Career Decision-Making Self Efficacy Measurement Tool Analysis presented illustrates the results of the factor analysis of the Career Decision-Making Self-Efficacy (CDMSE) measurement tool, which focuses on measuring self-efficacy in career decision-making. The tool consists of five main facets that reflect different aspects of the career decision-making process. First, under Aspect 1: Occupational Information, the tool measures an individual's knowledge of occupational information and career options. This aspect includes five items with factor loadings that range from 0.26 to 0.58. Then in Aspect 2: Goal Selection, the measure evaluates an individual's ability to select appropriate career goals or objectives. The five items in it have factor loadings between 0.31 to 0.48. In Aspect 3: Planning measures the ability to plan related to career decision making. The five items in this aspect have factor loadings ranging from 0.52 to 0.63. Furthermore, Aspect 4: Problem Solving assesses the individual's ability to solve problems related to career decision making. The factor loading of items in this aspect is very high, ranging from 0.67 to 0.98. Finally, Aspect 5: Self Appraisal focuses on the ability of individuals to assess themselves in the context of career decision making. The factor loading of items in this aspect ranged from 0.43 to 0.57.

The total CDMSE measure consists of 25 items that represent the entire spectrum of aspects of self-efficacy in career decision-making. The factor coefficient (loading factor) for each item indicates the extent to which the item is closely related to a particular aspect of self-efficacy. The higher the factor coefficient, the stronger the relationship between the item and the measured aspect of career decision making. Based on the results contained in the standardized image, data is obtained that the factor loading values of all items already have a relatively good value because the factor loading values already have a value of > 0.5 while those that are still < 0.5 need to be corrected again. Then testing the Construct Reliability (CR) value obtained from the 5 factors is also quite good, namely OI has a CR value = 0.636; GS has

a value of CR = 0.600 ; PL has a value of CR = 0.710 ; PS has a value of CR = 0.639; SA has a CR value = 0.697.

The next result of CFA processing is the fit model test of the measuring instrument. Based on several indicators of the existing fit model, it can be said that the measuring instrument is fit because the results of the 11 existing indicators have met 8. Based on the results of data analysis for the Career Decision Making Self Efficacy measuring tool, data was obtained that the factor loading values of all items already had a relatively good value because the factor loading values already had a value of > 0.3 (minimum rule of thumb) while for those that were still < 0.3 eliminated. Then testing the Construct Reliability (CR) value obtained from the 4 factors is also quite good, namely acceptance has a CR value = 0.704; supervisor has a CR value = 0.702; auto granting has a value of CR = 0.732; the limit setting has a value of CR = 0.711. Based on the results of data analysis for Career Decision Making Self Efficacy, data was obtained that the factor loading values of all items already had a good value because the factor loading values already had a value of > 0.3 (minimum rule of thumb) while those that were still < 0.3 were eliminated. Then testing the Construct Reliability (CR) value obtained from the 4 factors is also quite good, namely acceptance has a CR value = 0.701; supervisor has a CR value = 0.743; auto granting has a value of CR = 0.766; the limit setting has a value of CR = 0.700.

In this study, the measurement tool was separated between adolescent perceptions of the parenting styles of their fathers and mothers. Differences exist in a number of items that show different behaviors in interaction and communication. Hosley and Montemayor's explained that listed five areas in the relationship between fathers and adolescents, namely spending time together, communication and involvement, closeness, conflict and power. Meanwhile, other descriptions show that the father-adolescent relationship is characterized by physical and emotional distance [14]. In contrast, the mother-adolescent relationship is characterized by attachment and intimacy [15].

IV. CONCLUSION

Based on the results of the standardized study, the analysis of the Self Efficacy in Career Decision Making measurement tool revealed that most of the factor load values were satisfactory and the model as a whole was considered appropriate based on the predefined indicators. The study also differentiated between adolescents' perceptions of their fathers' and mothers' parenting styles, highlighting variations in interaction and communication behaviors within the relationship, as discussed by Hosley and Montemayor in the five areas of spending time together, communication and involvement, closeness, conflict, and power. Furthermore, the study noted that father-adolescent relationships tend to be characterized by physical and emotional distance, while mother-adolescent relationships are characterized by attachment and intimacy. So, it can be said that the short form of *the Career Decision Making Self Efficacy tool* has good

validity and reliability and can be used for adolescent subjects in Indonesia.

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