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The Effect of Social Support on Self Efficacy in Job Search to Improve Career Adaptability

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ARTICLE INFO

Keywords: Social Support, Self-Efficacy, Career Adaptability

Received : 16 August

Revised : 15 September

Accepted : 14 October

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ABSTRACT

Career decision-making is an important stage for students, specifically the process of making career decisions that is realized through the selection of companies and job positions. To make an optimal selection, many aspects are involved or influence the decision, both internal and external factors. Career decision-making should also align with the abilities possessed by the students themselves. One of the factors that can influence the decisiveness of students' career decisions from the individual perspective is Self-Efficacy, while from the environmental perspective, one of the factors is Social Support. The purpose of this research is to determine the extent to which social support and self-efficacy in job search influence the development of Career Adaptability in final-year students. This research uses a quantitative approach with a population consisting of all university students in the city of Madiun. The sample was taken using purposive sampling based on the population criteria. Data analysis was conducted using multiple regression with SPSS software

INTRODUCTION

Every student in their final year of college, they will go through a transition process from college to work, to be able to successfully go through this change, they need to have the capacity to adapt well. As stated by Gunawan, (2014), high adaptability will help students in adapting to environmental changes that they will face, especially for final year students who will enter the world of work that requires sufficient preparation. The ability to adapt, according to Hirschi, (2010), increasing the ability to adapt allows getting a suitable job and achieving career success, which will ultimately improve a person's overall well-being. After a brief interview with ten final year students in Madiun City, researchers found that seven out of ten students were still concentrating on their final assignment, namely their thesis. They have not considered planning and changing their careers after graduating, according to the findings of an initial survey conducted by researchers, some other students even said that they did not know what they would do after their study session ended. Career adaptability, according to Savickas & Porfeli, (2015) is defined as the ability to handle known tasks through preparation and participation in job responsibilities, as well as unexpected modifications resulting from shifts in work conditions or changes in the workplace. Continuing to suggest that career adaptability can be broken down into four categories: concern, control, curiosity, and self-confidence (Ramadani, Fachrurrazi & Hidayat, 2020). Employees' ability to adapt in the workplace can be influenced by various factors, both internal and external factors. Self-efficacy in finding a job is an internal aspect that can have an impact on a person's ability to change careers. This is in line with the findings of research conducted by Bocciardi et al., (2017), which found that self-efficacy has a significant impact on job search and career adaptability. A person's sense of self-efficacy in searching for a job (search for work self-efficacy) is described as the ability to make decisions based on their hopes for the future (Silvia et al., 2010). There is one external factor that has

the potential to negatively impact adaptability in the workplace, namely social support. A recent study by Hirschi, (2009) found that social support is a strong predictor of career adaptability throughout the school year and the experience of life satisfaction later in life. In accordance with the explanation above, the author is interested in raising a problem or phenomenon that needs to be further studied in relation to individual career adaptability because it is very important for final year students to prepare career plans in order to compete with new graduates from other universities. For this reason, the title of this study is whether there is a significant influence of Social Support and Self-Efficacy in Job Search on Career Adaptability in Final Year Students.

METHODS

This study employs a quantitative approach with a descriptive correlational design. The aim of this research is to examine the effect of social support on self-efficacy in job search to enhance career adaptability among students in Madiun City. To achieve this objective, the sampling process is structured and based on the guidelines provided by Hair et al. (2010).

The population in this study consists of all students currently enrolled in higher education institutions in Madiun City. The sample size determination follows the approach of Hair et al. (2010), which recommends that the minimum sample size required for research involving structural models depends on the number of indicators used in the measurement model. Hair et al. suggests that the ideal sample size should be 5 to 10 times the number of indicators in the questionnaire. In this study, the calculation used is 10 times the number of indicators, which is 15, resulting in a total sample size of 150 respondents. To enhance the generalizability of the research findings, a sample size of 150 respondents was used, selected through proportional random sampling from all higher education institutions in Madiun City. This technique ensures that every student at these institutions has an equal chance of being chosen as a respondent in this study.

The sampling technique in this study was carried out in 2 stages (two stage sampling). The first stage of sampling in this study was by distributing questionnaires offline and online. The second stage of sampling in this study is to determine the respondents selected using purposive sampling techniques based on the criteria of the

research population. This study uses multiple regression analysis methods with SPSS 20 software to test the relationship between variables. The first thing to do is to collect all research data and then conduct a validation process test and the reliability of research items. Then, to find out how the independent variables and dependent variables are related, multiple linear regression analysis is carried out.

RESULTS AND DISCUSSION

In this study, a questionnaire was used as an analysis instrument to collect data. So the results of the study are highly dependent on the respondents' responses to each questionnaire item. During data collection, it is determined whether the response score is accurate or not. When designing a data collection instrument, it is important to consider the validity and reliability of the data collected. Validity testing was carried out using SPSS 20, the product moment correlation calculation was used to determine the value of each statement item that produced a valid total score. The following table contains information on how the validity of each variable is determined. Validity and Reliability Tests

Table 1. Social Support Validity Test (X1)

Item	r Count	Desc
X1.1.1	0,750	Valid
X1.1.2	0,731	Valid
X1.1.3	0,686	Valid
X1.2.1	0,684	Valid
X1.2.2	0,726	Valid
X1.2.3	0,515	Valid
X1.3.1	0,690	Valid
X1.3.2	0,707	Valid

Table 2. Self Efficacy Validity Test

Item	r Count	Desc
X2.1.1	0,587	Valid
X2.1.2	0,703	Valid
X2.2.1	0,667	Valid
X2.2.2	0,674	Valid
X2.3.1	0,708	Valid
X2.3.2	0,713	Valid

Table 3. Career Adaptability Validity Test

Item	r Count	Desc
Y1.1	0,590	Valid
Y1.2	0,748	Valid
Y1.3	0,757	Valid
Y1.4	0,783	Valid
Y1.5	0,775	Valid
Y1.6	0,708	Valid
Y2.1	0,671	Valid
Y2.2	0,678	Valid
Y2.3	0,775	Valid
Y2.4	0,781	Valid
Y2.5	0,750	Valid
Y2.6	0,731	Valid
Y3.1	0,707	Valid
Y3.2	0,775	Valid
Y3.3	0,781	Valid
Y3.4	0,750	Valid
Y3.5	0,731	Valid
Y3.6	0,686	Valid
Y4.1	0,797	Valid
Y4.2	0,777	Valid
Y4.3	0,663	Valid
Y4.4	0,674	Valid
Y4.5	0,667	Valid
Y4.6	0,687	Valid

Tables 1, 2, and 3 show that all items in the Social Support, Self Efficacy, Career Adaptability variables show an r value greater than 0.30, this means that all items in this study are said to be valid.

Reliability testing shows how stable, consistent, and accurate a measuring instrument or test is when

used to make repeated measurements. It also shows how well the measurements are carried out. The alpha reliability coefficient value is used to test reliability. If the alpha reliability coefficient value is greater than 0.60, then the variable is said to be reliable.

Table 4. Reliability Test

Variable	Koef. Reliability	Desc
Social Support	0,945	Reliable
Self Efficacy	0,951	Reliable
Carreer Adaptability	0,863	Reliable

Table 4, it shows that the Cronbach's alpha value for all variables is greater than 0.6. This shows that all variables are reliable.

Hypothesis Testing

Hypothesis testing is used to determine how much influence two independent variables

have on the dependent variable. To determine whether the results of the regression analysis are significant or not, the F test or model test is used.

Table 5. F Test/Simultaneous Test

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	2477.740	2	1238.870	2551.398	.000b
Residual	47.000	97	486		
Total	2524.840	99			

b 0,863

The F test in this study was used to see whether the multiple linear regression model is a good way to measure the influence of Social Support and Self Efficacy in job search on Career

Adaptability at the same time. This study has different F test values.

Social Support Influences Self Efficacy

Based on what happened in the F-Test results, it shows that the significance value is less than 0.5 and also 0.000. This shows that the test for the multiple linear regression model on the Social Support test variable on Self Efficacy has a significant influence. The results of this study are in line with research conducted by Atac, L. O., Dirik, D., & Tetik, (2018), The study examines social factors, namely Social Support and self-pride, which support Self Efficacy and the results of the study have shown that there is a positive relationship between Social Support and Self Efficacy. Researchers say that social interaction is important in helping individuals instill confidence in themselves.

Social Support Influences Career Adaptability

Based on the results of the t-test. The results have shown a significance value of less than 0.5 and also 0.000. This shows that, testing for the linear regression model on the Social Support test variable has a significant effect on the Career Adaptability variable. The results of this study are in line with research conducted by Han and Rojewski, (2015). Social Support from family, friends, and closest people, according to Han and Rojewski, (2015) will help someone to prepare for a career and how to make the right transition from school to work. Furthermore, family support will affect Career Adaptability in students. based on the results of the study, the regression coefficient value for the family support dimension is obtained, namely positively influencing Career Adaptability, and has a significant effect. It can be concluded that students who have high support from their families tend to have high career adaptability as well.

Self Efficacy Influences Career Adaptability

Based on what happened in the t-test. These results indicate that the significance value is less than 0.5 and also less than 0.000, which is less than 0. This example shows that testing the linear regression model on the Self Efficacy test variable in job search has an effect on the Career Adaptability variable. Research conducted by Bocciardi et al., (2017) is in line with the results of this study. The results show that self-efficacy in job

search has the greatest impact in predicting how well you can adapt to a new job. This variable is about how people think about what they want to do in the future. How people have planned the future they want. They also say that people who can overcome their frustration better in dealing with other problems and do not feel frustrated, of course, will have good career adaptability too. So, the person can better understand the situation and can easily handle problems. The higher the level of frustration an individual has, the higher their career adaptability.

CONCLUSION

Based on the research findings and discussions that have occurred, several conclusions can be drawn from this study, including: 1) There is an influence of the Social Support variable which has a significant influence on the Self Efficacy variable; 2) There is an influence of the Social Support variable which has a significant influence on the Career Adaptability variable; 3) There is a significant influence of the Self-Efficacy variable on Career Adaptability.

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